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TEACHERS' CERTIFICATES ISSUED UNDER GENERAL STATE LAWS AND REGULATIONS

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A.—TABLE SHOWING THE PRINCIPAL FEATURES OF

ALABAMA.

[General Public School Laws of Ala., 1908, pp. 23–27; 1909, pp. 3–10 (passed at the special session of the legislature).]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Life certificate	State superintendent and secretary board of examiners.	State	Any	Life	
First-grade certificate.	do	do	do	6 years	Nonrenewable.
Second-grade certificate.	do	do	do	4 years	do
Third-grade certificate.	do	do	do	2 years	do
Temporary certificate.	State board of examiners.	County specified.	do	Next examination report.	Second can not be issued unless regular certificate has been received during interim.
Local certificates [b]					

ARIZONA.

[Ariz. School Laws, 1907, pp. 8–10, 14, 76–80.]

Life diploma	Territorial board of education.	Territory	Any	Life	
Educational diploma.	do	do	do	6 years	Nonrenewable
First-grade certificate: Upon examination.	do	do	Grammar schools.	4 years	For 4 years by action of board if holder has taught 2 years.

[a] References are given only to printed books and circulars; letters and memoranda from the various state offices, which constitute the sole authorities for many statements, are not cited. The material regarding each State except three has been corrected by the respective state education offices.

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TEACHERS' CERTIFICATES IN THE VARIOUS STATES.[a]

ALABAMA.

[General Public School Laws of Ala., 1908, pp. 23-27; 1909, pp. 3-10 (passed at the special session of the legislature).]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
5 years under Alabama first-grade certificate.	State board of examiners.	State board of examiners.	High degree of proficiency and professional attainment as shown (1) by sketch of his school work during any five years while holding a first-grade certificate, and (2) by discussion of questions involving history of education and theory and practice of teaching based on two or more books previously announced.
None	do	do	Examination in subjects required for second grade and in algebra, natural philosophy, plane geometry, school law, and theory and practice of teaching, with a minimum average of 75 per cent and grade of 50 per cent.
do	do	do	Examination in subjects required for third-grade certificate and in arithmetic, history of Alabama, United States history, English grammar and composition, and intermediate geography, with minimum average of 75 per cent and grade of 50 per cent.
do	do	do	Examination in orthography, reading, penmanship, grammar, arithmetic (through fractions), primary geography, elementary principles of physiology and hygiene, and agriculture, with minimum average of 75 per cent and grade of 50 per cent.
do	No examination required		Recommendation of city or town superintendent or chairman of board of district trustees, approved by county superintendent; applicant must have been either not a resident of Alabama or ill at time of last examination.

ARIZONA.

[Ariz. School Laws, 1907, pp. 8-10, 14, 76-80.]

10 years, 1 in Arizona on first-grade certificate.	Board of examiners.	Board of examiners.	Examination in pedagogy, history of education, school economy, school government.
5 years, 1 in Arizona on first-grade certificate.	No examination required		None specified.
None	Board of examiners.	Board of examiners.	Examination in subjects required for a second-grade certificate and, in addition, algebra and natural philosophy, with an average of 80 per cent and minimum as in second grade below.

[b] Local certificates are granted by "separate districts" having 2,000 population or over. No detailed provisions in law.

A.—*Table showing the principal features of teachers'*

ARIZONA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
First-grade certificate—Cont'd. Without examination.	Territorial board of education.	Territory	Grammar schools.	4 years	For 4 years by action of board if holder has taught 2 years.
Second-grade certificate.	do	do	Primary and assistant in grammar schools except in eighth grade.	3 years	Nonrenewable
Special certificate, commercial branches.	do	do	Commercial subjects.	4 years	Renewable if holder has taught 3 years under certificate.
Manual training, domestic science, certificate without examination.	do	do	Subjects named	do	do
Manual training, domestic science, certificate upon examination.	do	do	do	do	do

ARKANSAS.

[Digest of School Laws, 1910, pp. 14–15, 25–28, 35–38.]

State certificate [a]	State superintendent.	State	Any	Life	
Professional license.[a]	do	do	do	6 years	May be renewed indefinitely.[b]
First-grade certificate.	County superintendent.	County	do	2 years	do
Second-grade certificate.	do	do	do	1 year	Twice
Third-grade certificate.	do	do	do	6 months	Once

[a] Those students of the State Normal School of Arkansas who have been given the degree of licentiate of instruction are authorized to teach for 6 years, this degree being in all respects the equivalent of a professional license. At the close of this 6-year period the licentiate diploma "may be converted into a life certificate" by the state superintendent.

certificates in the various States—Continued.

ARIZONA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None			(1) Graduation from university or college having 4 years' course based on 4-year high-school course; (2) 1 year's work in education in a normal school, college, or university; (3) submission of diploma, recommendation of professors of education, and other papers. Condition (2) may be satisfied by passing examination in subjects required for life diplomas.
do	Board of examiners.	Board of examiners.	Examination in geography, history and civics, physiology, hygiene with special reference to the nature and effects of alcoholic drinks, etc., orthography, defining, penmanship, composition, reading, method of teaching, grammar, arithmetic, and the school laws of Arizona, with an average of 80 per cent, no grade less than 70 per cent in grammar, orthography, or arithmetic and not less than 50 per cent in any other subject.
do	do	do	Examination in spelling, arithmetic, grammar, composition, writing, bookkeeping, shorthand, typewriting, and commercial law, unless a holder of a territorial certificate, in which case first five may be omitted.
1 year's experience in teaching subject.			Graduate of a manual training or domestic science school.
None	Board of examiners.	Board of examiners.	Such examination as required if conditions as above set forth can not be met.

ARKANSAS.

[Digest of School Laws, 1910, pp. 14-16, 25-28, 35-38.]

	State superintendent.	State superintendent.	Examination in subjects required for a first-grade county certificate, and, in addition, algebra, geometry, physics, rhetoric, mental philosophy, general history, Latin, natural history, botany, and geology.
None	do	do	Examination in subjects required for a first-grade county certificate, and, in addition, algebra, plane geometry, general history, and rhetoric.
do	do	County superintendent.	Examination in subjects required for a second-grade certificate, and, in addition, civil government and elementary algebra. Minimum average, 85 per cent; minimum grade, 70 per cent.
do	do	do	Examination in subjects required for third-grade, and, in addition, history of Arkansas, physiology, and theory and practice. Minimum average, 75 per cent; minimum grade, 65 per cent.
do	do	do	Examination in spelling, reading, penmanship, English grammar, arithmetic, geography, United States history, elementary agriculture and horticulture. Minimum average 65 per cent; minimum grade, 60 per cent.

[b] All renewals based on a requirement that the holder of any certificate must attend the "summer institutes."

A.—*Table showing the principal features of teachers'*

CALIFORNIA.

[School Law of Cal., 1909, secs. 1503, 1521, 1771–1775, 1778, 1787–1793.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Life diploma:					
High school	State board of education.	State	Any	Life	
Grammar school	do	do	Grammar and primary schools.	do	
Kindergarten-primary.	do	do	Kindergarten	do	
Special kindergarten-primary life diploma.	do	do	Branches and grades named.	do	
Permanent certificates:					
Secondary	County board of education.	County, or city and county.	Any	do	
Grammar or elementary.	do	do	Grammar or primary.	do	
Kindergarten-primary.	do	do	Kindergarten	do	
Special	do	do	Branches and grades named.	do	
Secondary-school certificate.	County board of education (on credentials only).	County	Any	6 years	At option of board; second renewal permanent. Permanent certificate may be given at time of first renewal.
Grammar or elementary school certificate.	County board of education.	do	Elementary	do	do
Kindergarten-primary certificate.	do	do	Kindergarten	do	At option of board.

certificates in the various States—Continued.

CALIFORNIA.

[School Law of Cal., 1909, secs. 1503, 1521, 1771–1775, 1778, 1787–1793.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
48 months, 21 in California certified by three-fourths of county board.	.....	.....	Must have held and still hold a valid county or city and county certificate of same grade.
.....do.....	.....	.....	Do.
.....do.....	.....	.....	Do.
.....do.....	.....	.....	Do.
5 years; 20 months in high school in same county.	.....	.....	Holder of secondary school certificate or state diploma.
5 years in same county.	.....	.....	Holder of elementary certificate or state diploma.
.....do.....	.....	.....	Holder of kindergarten-primary certificate or state diploma.
.....do.....	.....	.....	Holder of special certificate or state diploma.
None.....	No examination given.	.....	One of following: (1) Holder of credentials approved by state board of education. Minimum requirements as follows: Equivalent of graduation from University of California, satisfactory evidence of taking the minimum amount of pedagogy prescribed by state board of education of California, and recommendation for a high-school certificate from the faculty in which pedagogical work was taken. (2) Holder of special credentials from state board of education. To obtain these it is necessary that applicant shall have taught 20 months and possess equivalent of requirements given under (1). (3) Holders of high-school certificates issued by other county boards.
.....do.....	County board of education.	County board of education.	One of following: (1) Examination in reading, writing, grammar and advanced composition, English and American literature, orthography and defining, vocal music, bookkeeping, arithmetic, algebra to quadractics, plane geometry, geography (physical, political, and industrial), elementary physics, physiology and hygiene, history of the United States, civil government, history (ancient, medieval, and modern), school law, methods of teaching. (2) Holder of life diploma or certificate of any State declared by state board to be equivalent to requirements for elementary life diplomas. (3) Holder of normal-school diploma from state school and those declared of equal rank by state board. (4) Holder of diploma from University of California or Leland Stanford Junior University when said holder has completed six months' training in one of state normal schools or has had eight months' successful experience in public schools of State after graduation. (5) Grammar school or grammar grade certificate of any other county of California.
.....do.....	No examination; granted on credentials only.		One of following: (1) Holder of diploma of graduation from the kindergarten department of any state normal school. (2) Holder of credentials showing professional kindergarten training in institution approved by state board of education and also general education equivalent to that required for graduation from kindergarten department of state normal school. (3) Holder of kindergarten certificate issued by any other county board.

A.—*Table showing the principal features of teachers'*

CALIFORNIA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Special certificates..	County board of education.	County	Branches and grades named; limited to drawing, music, physical culture, commercial, technical, and industrial work.	6 years.....	At option of board. Second renewal permanent.
City, or city and county certificates:					
Grammar.....	Board of education.	.....do.....	Grammar or primary.	.....do	At option of board. Second renewal permanent.
Special.....	.....do.....	.....do.....	Same as county special.	.....do.....	.....do.....

COLORADO.

[School Laws of Colo., 1909, pp. 33–36, 96–98. Sess. Laws, 1903, chap. 165, p. 421; Sess. Laws, 1909, chap. 165, p. 369.]

State diploma: Without examination.	State board of education.	State.....	Any.....	5 years.....	Renewable for 5 years in discretion of state board of education, then renewable for life.
Upon examination.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....
Without examination.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....
Temporary certificate.	.....do.....	.....do.....	.....do.....	.....do	Nonrenewable
First-grade county certificate.	County superintendent.	County[a]...	.....do.....	3 years.....	Renewable once.
Second-grade county certificate.	.....do.....	.....do.....	.....do.....	18 months...	.....do.....
Third-grade county certificate.	.....do.....	.....do.....	.....do.....	9 months....	.....do.....
School district certificate (districts of first class).	School district board.	District....	.....do.....	Varies.....	Determined by district board.

[a] County superintendent in emergency may recognize county teachers' certificates issued in another county or another State by indorsing same as "Good until next county examination."

County superintendent may issue a like grade certificate to a teacher holding a similar first-grade certificate of another county, good during life of certificate upon which it was issued.

certificates in the various States—Continued.

CALIFORNIA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	County board of education.	County board of education.	Board must satisfy itself by examination or credentials of special fitness to teach subjects, and also of proficiency in English grammar, orthography, defining, and methods of teaching.
Prescribed by city board of examiners.	City board of examiners.	City board of examiners.	Prescribed by city board of examiners.
do	do	do	Do.

COLORADO.

[School Laws of Colo., 1909, pp. 33–36, 96–98. Sess. Laws, 1903, chap. 165, p. 421; Sess. Laws, 1909, chap. 165, p. 369.]

24 months			Graduation from a Colorado college maintaining standard 4-year course and requiring 4-year standard high-school course or equivalent for admission. Professional training equivalent to one-sixth standard 4-year course in at least three of these (one being No. 4): (1) General and educational psychology; (2) history of education; (3) science and principles of education; (4) practice teaching and special methods; (5) organization and management of schools; (6) philosophy, sociology, and anthropology.
do	State board of examiners.	State board of examiners.	Academic and professional attainments equivalent to above.
6 years' eminent educational service in Colorado.			
None	No examination required		Equivalent to qualifications described above for state diploma.
do	State superintendent.	County superintendent.	Examination in orthography, reading, writing, arithmetic, English grammar, geography, history and Constitution of United States and the constitution of Colorado, civil government, physics, natural sciences, theory and practice of teaching, and school law of Colorado. If applicant is to teach in high school, examination shall extend to such additional branches as are to be pursued in such school.
do	do	do	Same as first class, but lower percentage is required.
do	do	do	Do.
Varies	Determined by district board		Determined by district board.

A.—*Table showing the principal features of teachers'*

CONNECTICUT.

[Laws relating to schools (1909), secs. 4, 118, 195, 210, 211. Conn. School Documents No. 21, 1909, secs. 4, 67, 118, 210–212. Report of the board of education of the State of Conn. to the governor, together with the report of the secretary of the board July 14, 1904–July 14, 1905, pp. 226–244.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Supervisor's certificate (1).	State board of education.	State	Any	At the pleasure of the board.	
Supervisor's certificate (2).	do	do	do	Varying terms.	Successful experience as supervisor.
Honor certificate	do	do	do	Not longer than 2 years.	Upon evidence showing holder has taught and managed successfully.
Elementary certificate.[a]	do	do	Subjects named in certificate.	do	do
Statutory certificate.	do	Town specified.	do	Not longer than 1 year.	do
Kindergarten certificate.	do	State	Kindergartens	Not longer than 2 years.	do
Kindergarten honor certificate.	do	do	do	1 year	Successful teaching.
Certificate of special preparation.	do	do	Subject named	1 or 2 years	do
Certificate of special excellence.	State board of education.	State	Subjects named	1 or 2 years	do
Local high school certificates.	High school committee.	Town or district.	High school, branches named.	Indefinite	At discretion of committee.
Local public school certificate.	School visitors, school committee, or board of education.	do	Any specified school in branches named.	do	do

[a] A holder of an honor certificate may obtain a "certificate of special excellence" in any subject covered therein by submitting a satisfactory thesis in that subject.

certificates in the various States—Continued.

CONNECTICUT.

[Laws relating to schools (1909), secs. 4, 118, 195, 210, 211, Conn. School Documents No. 21, 1909, secs. 4, 67, 118, 210-212. Report of the board of education of the State of Conn. to the governor, together with the report of the secretary of the board July 14, 1904-July 14, 1905, pp. 226-244.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
5 years' supervision of 6 schools, giving entire time to supervision.	No examination required		At discretion of state board of education Issued by special vote of board.
Experience is required; no definite amount fixed.	State board of education.	State board of education.	Examination in school law, organization of public schools, courses of study, history of education in Connecticut, supervision, qualifications of teachers; also academic examination required for elementary certificate unless candidate (1) is a graduate of a college, university, or normal school, (2) holds a state elementary or honor certificate, or (3) has a high school education and has had 5 years successful experience as a supervisor, giving entire time to supervision.
Indefinite amount.	do	do	Examination showing sound elementary knowledge in subjects required for elementary certificate, including examination upon preliminary papers, and, in addition, examination in art of teaching by actual demonstration, showing ability to teach and manage.
do	do	do	Examination showing elementary knowledge and special preparation for teaching in writing, English (including reading, writing, spelling, and grammar), arithmetic, elementary science (including physiology), geography, history, and civil government. Satisfactory preliminary papers must be submitted previous to admission to examination, showing evidence of professional study. Candidate must show in examination (oral) practical knowledge of subject-matter of these papers, numbering 22 in all.
None	do	do	Examination must show "tolerable academic acquaintance" with reading, spelling, writing, arithmetic, English, grammar, rudiments of geography, United States history, physiology, and duties of citizenship.
Must demonstrate ability to teach and manage by actual exercises in teaching.	do	do	Twenty preliminary papers in subjects named below, showing evidence of professional study. Examination upon these papers and in kindergarten gifts and occupations, music, drawing, English (including reading, spelling, grammar, English literature), penmanship, elementary science (including physiology), and history.
do	do	do	Same as for honor certificate.
No prescribed minimum.	do Examination is required only when original examination shows some deficiency.	do	A thesis on the special subject not included in honor or elementary certificates may be required. Examination may also include actual exercises in teaching.
do	State board	State board	Holder of honor certificate or approval of board of education in lieu thereof. Skill in teaching demonstrated by actual class exercises, as well as accurate knowledge, must be shown.
At discretion of committee.	High school committee or committee appointed by it (when examination given).	High school committee or committee appointed by it (when examination given).	At discretion of committee.
do	Authorities named in column 2; or special committee.	Authorities named in column 2; or special committee.	Examination in reading, writing, arithmetic, grammar, rudiments of geography and history, and rudiments of drawing if required.[b]

[b] No teacher may teach classes above third grade who has not passed a satisfactory examination in hygiene, including the effects of alcohol and narcotics on health and character. Other branches may be specified on certificate.

A.—*Table showing the principal features of teachers'*

DELAWARE.

[School Laws for the Free Public Schools of Del., 1908-9, pp. 6, 23-25, 37-40, 55.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Professional certificate.	County superintendent.	County [a]	Any	10 years	No
First-grade certificate.	do	do	do	5 years	do
Second-grade certificate.	do	do	do	2 years	do
Temporary certificate.	do	do	do	1 year	On authority of state board.

FLORIDA.

Digest of School Laws of the State of Fla., 1909, pp. 26-34, 97. Biennial Report of the Superintendent of Public Instruction of Fla., 1908, pp. 228-245.]

Life certificate	State superintendent.	State	Any	Life	
State certificate	do	do	do	5 years	Upon reexamination.
Special certificate	do	do	Branches specified	do	do
Primary certificate, life.	do	do	Kindergarten, first, second, and third grade.	Life	
Primary certificate.	do	do	do	4 years	Upon reexamination.
First-grade life certificate:					
Upon examination.	County superintendent.	County	Any	Life	
Without examination.	do	State	do	Life in county.	
First-grade certificate.	do	County; may be indorsed by other county superintendents.	do	5 years	Upon reexamination.
Second-grade certificate.	do	do	do	4 years	do
Third-grade certificate.	do	County	do	2 years	do
Temporary certificate.	do	do	Elementary	Until next examination.	Nonrenewable; one only to same person.

[a] May be countersigned by superintendent of any other county.

certificates in the various States—Continued.

DELAWARE.

[School Laws for the Free Public Schools of Del., 1908–9, pp. 6, 23–25, 37–40, 55.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	State board of education.[b]	County superintendent.	Applicant must answer 90 per cent of questions asked in subjects specified under first-grade certificate below.
do	do	do	Applicant must answer 90 per cent of questions in each of following subjects: Orthography, reading, writing, mental arithmetic, written arithmetic, geography, physiology and hygiene with special reference to the effects of stimulants and narcotics, United States history, United States and Delaware constitutions, pedagogy, and grammar; and 75 per cent of questions on such other subjects as are specified by the state board of education.
do	do	do	Applicant must answer 75 per cent of questions asked in all subjects required for first-grade certificate.
do	No examination required		"Diploma or certificate of graduation from any respectable normal school or college."

FLORIDA.

[Digest of School Laws of the State of Fla., 1909, pp. 26–34, 97. Biennial Report of the Superintendent of Public Instruction of Fla., 1908, pp. 228–245.]

30 months under Florida state certificate.	No examination		Must be a teacher in a high school or college in State and present satisfactory indorsement of eminent ability in teaching from three persons holding life certificates.
24 months; 8 under Florida first grade.	State superintendent.	State superintendent.	Examination in geometry, trigonometry, physics, botany, zoology, Latin, rhetoric, English literature, psychology, and general history; minimum average of 85 per cent and grade of 60 per cent.
None	do	do	Testimonials of peculiar fitness for teaching any subject not included in requirements for second-grade certificate; and examination with minimum grade of 90 per cent in such branches as are prescribed by state superintendent. (State certificate examination questions are given.)
4 years under primary certificate.	No examination required		Satisfactory evidence of successful experience. Accomplished by indorsement of primary certificate.
None	State superintendent.	State superintendent.	Examination in primary studies, prescribed by state superintendent. with minimum average of 80 per cent; and testimonials of peculiar fitness for primary work.
20 years; 9 years under certificate since 1894.	No examination required		"Faithful and successful as an instructor and disciplinarian." Accomplished by indorsement of first-grade certificate.
6 years under first-grade with average of 90 per cent.	do		Holder of first-grade certificate.
None	State superintendent.	Grading committee of county.	Examination in all subjects required for third-grade certificate and in algebra and physical geography, with a minimum average of 85 per cent and grade of 60 per cent.
do	do	do	Same examination as for third-grade; minimum average of 75 per cent and grade of 60 per cent.
do	do	do	Examination in orthography, reading, geography, arithmetic, geometry, United States history, physiology, theory and practice of teaching, composition, and agriculture.
do	do	do	Same as for third grade certificate.

[b] County superintendent may prepare questions when so decided by state board.

A.—*Table showing the principal features of teachers'*

GEORGIA.

[Compilation of laws and decisions relating to the common-school system, 1910, p. 37–40.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Permanent license..	State school commissioner.	State.....	Any elementary school.	Life.....	.....
First, second, and third grade licenses.	County board of education.	County; may be indorsed by other county commissioners.	.....do.....	3, 2, and 1 years, respectively.	Upon same conditions as original.
Temporary license.	.....do.....	County; can not be indorsed.	.....do.....	Until next examination.	No provision.

IDAHO.

[School Laws 1909, p. 5, and Chaps. 34 and 36.]

Life diploma.....	State board of public instruction.	State.....	Any.....	Life.....	.....
State certificate:					
Upon examination.	.....do.....	.....do.....	.....do.....	8 years.....	Nonrenewable
Without examination.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....
First-grade certificate:					
Upon examination.	County superintendent.	State when filed in county.	.....do.....	5 years.....	.....do.....
Without examination.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....
Professional primary certificate.	County superintendent when directed by state superintendent.	.....do.....	Lower 4 grades....	4 years.....	Once only.....
Second-grade certificate.	County superintendent.	.....do.....	Any.....	3 years.....	Nonrenewable
Third-grade certificate.	.....do.....	County.....	.....do.....	1 year.....	.....do.....

[a] Less experience is required of graduates of courses in chartered institutions covering five years above the eighth grade.

certificates in the various States—Continued.

GEORGIA.

[Compilation of laws and decisions relating to the common-school system, 1910, p. 37–40.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
3 years	State school commissioner.	State school commissioner.	If, in the judgment of the county school commissioner, any of the papers for first, second, or third grade licenses "exhibit unusual merit," he shall forward them "together with certificate of good moral and professional character of the applicant" to the state school commissioner, who may issue permanent license if in his opinion the papers exhibit "a sufficient degree of merit."
None	do	County school commissioner.	Examination in orthography, reading, writing, geography, grammar, arithmetic, agriculture, science and practice of teaching, and physiology and hygiene, including nature and effects of alcohol, etc. Minimum averages as follows: First grade, 90 per cent; second grade, 80 per cent; third grade, 70 per cent.
do	County school commissioner.	do	Examination must be ordered by county board and only to meet an emergency.

IDAHO.

[School Laws 1909, p. 5, and Chaps. 34 and 36.]

5 years, 2 in State.	State board of public instruction.	State board of public instruction.	Holder of valid Idaho state certificate, and examination in political economy, plane geometry, psychology, history of education, chemistry.
3 years[a]	do	do	Holder of a valid first-grade county certificate and examination in physics, literature, botany, geology, zoology.
None, or 5 years. See last column.			Holder of B. A. or B. S. from University of Idaho finishing 2-year course in department of pedagogy, or having taught 5 years in State.
None	State superintendent.	State superintendent.	Examination in branches required for second-grade and in addition algebra, general history, and rhetoric. Minimum average, 90 per cent; minimum grade, 75 per cent. Holders of second-grade with average above 90 per cent may take additional subjects and receive first grade.
18 months, part of which within 2 years.			To graduates of state normal schools of other States holding life diplomas in such States and to graduates of those colleges the A. B. degrees of which are recognized by the universities of the States in which they are situated, when issuance of certificate is authorized by the state board.
2 years			Holder of second-grade certificate, and completion of 1 year's work in professional primary training in an Idaho state normal school or completion of an approved primary professional course in a state normal school of another State.
None	State superintendent.	State superintendent.	Examination in orthography, reading, writing, grammar, arithmetic, geography, United States history, civil government, physiology and hygiene, with particular reference to effects of alcoholic drinks, stimulants, and narcotics, theory and practice of teaching, state constitution, and school law. Minimum average, 80 per cent; minimum grade, 75 per cent.
do	do	do	Can not have previously held third-grade certificate. Examination of subjects required for second-grade with average of 75 per cent, no branch below 60 per cent.

A.—*Table showing the principal features of teachers'*

ILLINOIS.

[The School Law of Ill., 1909, pp. 4, 48–49, Circular No. 42, office of superintendent of public instruction Nov. 1, 1909.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
General certificate	State superintendent.	State	Any	Life	
State elementary school certificate.	do	do	Any elementary school.	do	
State high school certificate.	do	do	Any high school	do	
State supervisory certificate.	do	do	As principal or superintendent, any district.	do	
State special certificate. (Vocal music, drawing, manual training, or household arts only.)	do	do	One subject named	do	
First-grade certificate.[a]	County superintendent.	County	Any	2 years	At discretion of county superintendent.
Second-grade certificate.	do	do	do	1 year	do
Special certificates. (Music, drawing, penmanship, bookkeeping, German or any other subject.)	do	do	Branches named	Not fixed by law.	do

[a] In any county in which a county normal school is established, the diplomas of graduates, when directed by the county board of education, may be accepted by the county superintendent as sufficient evidence of qualification of first-grade certificate. (Page 48.)

certificates in the various States—Continued.

ILLINOIS.

[The School Law of Ill., 1909, pp. 4, 48–49, Circular No. 42, office of superintendent of public instruction Nov. 1, 1909.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
3 years	State superintendent.	State superintendent.	Examination in educational psychology principles and methods of teaching, English, European and United States history algebra, civics, plane geometry, biological science, and physical science; Latin or a modern language; and a satisfactory thesis on one of the subjects listed by the state superintendent. Minimum average, 75 per cent; grade, 65 per cent.
1 year	do	do	Graduation from a state normal school or completion of an equivalent course, and an examination in first 3 subjects named above and a satisfactory thesis as above. Standings as above.
do	do	do	Graduation from an approved high school, university, or other institution offering 4 years of work beyond a 4-year high-school course and examination and thesis as for state elementary certificate. Thesis must be upon a secondary school subject. Standings as above.
2 years of teaching or supervision.	do	do	Graduation from an approved college or normal school, or 10 years successful supervision in lieu thereof, and examination in English, educational psychology and history of education. Thesis, as above, on a problem of school administration. Standings as above.
None	do	do	Graduation from a 4-year high-school course, 2 years of work in special subject in an approved institution, and same examination and thesis as required for state elementary certificate, the thesis to be on the educational value of the special subject. Standings as above.
do	County superintendent.	County superintendent.	Examination in subjects required for a second-grade certificate, and in addition, in elements of the natural sciences and physiology and laws of health. No standings named.
do	do	do	Examination in orthography, reading, penmanship, arithmetic, grammar, modern geography, civics, United States history, and history of Illinois. No standings named.
do	do	do	Examination only in special subject or subjects which applicant desires to teach.

A.—*Table showing the principal features of teachers'*

INDIANA.

[School Laws of Ind., 1907, pp. 20–29, 72–91, 228, 250, 262, 2 5. Indiana Teachers' Licenses, Robert J. Aley, 1910 (pamphlet).]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Life state license (regular).	State board of education.	State	Any	Life	
Life state license (special for college graduates).	do	do	do	do	
Professional license.	do	do	do	8 years	Upon examination only.
State Normal School diploma.	Board of trustees	do	do	Life	
60-months' high school license.	State superintendent.	do	Designated subjects in any high school; common branches in any public school.	60 months	Upon examination only.
36-month high-school license.	State superintendent.	do	Designated subjects in any high school.	36 months	Upon examination only.
24-month high-school license.	do	do	do	24 months	do

[a] See note *a*, p. 21.
[b] In all literature examinations the manuscript is graded from 0 to 75 on correctness of answers and from 0 to 25 on the quality of English used.

certificates in the various States—Continued.

INDIANA.

[School Laws of Ind., 1907, pp. 20–29, 72–91, 228, 250, 162, 265. Indiana Teachers' Licenses, Robert J. Aley, 1910 (pamphlet).]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
48 months	State board of education.	State board of education.	Applicant must have held two 36-months', a 36-months' and a 60-months', or two 60-months' licenses. Examination in rhetoric, geometry, general history, English literature, physical geography, and two of following: Chemistry, geology, and zoology. Minimum general average, 85 per cent; minimum grade, 75 per cent.
30 months; 10 in Indiana.	do	do	Graduation from a standard approved college; holder of one or more 60-months-licenses or a professional license, and examination in any three of following subjects: General history of education, the school system and the school law of Indiana, educational psychology, experimental psychology and child study, leading school systems of Europe and America, and principles and methods of instruction. Same grades as above.
48 months	do	do	Same as for regular state license except subjects of examination, which are as follows: Algebra, civil government, American literature, science of education, and two of following six: Physics, botany, German, French, Spanish, and Latin.
2 years' successful experience after graduation.	No examination required.		Graduation from Indiana State Normal School.
3 years' experience prior to August, 1908, or 3 years for teachers in classes A and B.[a]	State board of education.	State superintendent.	Applicant must have had 3 years' experience previous to August, 1908, or be a teacher in class A or B with 3 years' experience and 3 years' normal training in an accredited school[a]. Also examination as follows: Division I.—Common branches (see 36-months' common school license), with minimum average of 95 per cent and grade of 85 per cent. Division II.—(1) Literature and composition; (2) algebra or geometry, one required; (3) botany, zoology, chemistry, physics, or physical geography, one required; (4) history and civics. Latin, German, French, or Spanish, one required; (5) another subject to be selected from (2), (3), or (4). Minimum average, 85 per cent; grade, 75 per cent. Divisions must be taken separately, but both within one calendar year. Additional subjects may be taken.
3 years. (See scholarship requirements.)	State board of education.	State superintendent.	Same as for 60-month high-school license, except examination, which is as follows: Applicant must pass successfully (minimum average 95 per cent, grade 85 per cent) in five of following: Latin, German, French, Spanish, literature and composition, history and civics, physical geography, commercial geography, zoology, botany, physics, chemistry, commercial arithmetic, algebra, geometry, bookkeeping, and stenography.[b]
1 year. (See scholarship requirements.)	do	do	Applicant must have had 1 or more years' experience previous to August, 1908, or be a Class A[a] teacher of 1 year's experience and 24 weeks' normal training in an accredited school, and must also pass successfully (minimum general average 90 per cent, grade 80 per cent) in five of subjects named in requirements for 36-month high-school certificate.

A.—*Table showing the principal features of teachers'*

INDIANA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
12-month high-school certificate.	State superintendent.	State	Designated subjects in any high school.	12 months	Upon examination only.
36-month common-school certificate.	do	do	Common branches	36 months	do
24 months' common-school license.	do	do	do	24 months	do
12 months' common-school license.	do	do	do	12 months	do
36 months' primary-school license. 24 months' primary-school license. 12 months' primary-school license.	do	do	First, second, third, and fourth grades.	36 months 24 months 12 months	do
Kindergarten license.	do	do	Kindergarten	12 months	do
Kindergarten diploma.	Indorsed by state superintendent.	do	do	Life	
Supervisor's license in music, art, manual training, sewing, and cooking.	State superintendent.	do	Supervisor or teacher of special subject in any public school.	12 months	Upon examination only.

[c] Grades in writing and spelling are determined from the manuscripts. Grammar and literature are graded from 0 to 90 on correctness of answers and from 0 to 10 on quality of English used.

In determining the "success grade" of each teacher in service the city, town, and county superintendents are required by law to use the following scheme: (1) Teaching power, 45 per cent; many items enter into this, but the principal ones are preparation of lesson, skill in presentation, and results attained; (2) government, 35 per cent; the teacher's power in government is shown in the general spirit of the school, and in the attitude the pupils take toward their daily tasks, toward each other, and toward the school property; (3) general characteristics, 20 per cent; under this head the personality of the teacher, his professional and community interest, and all those qualities that make for the best citizenship should be considered. (From Indiana Teachers' Licenses, Robert J. Aley.)

certificates in the various States—Continued.

INDIANA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None. (See scholarship requirements.)	State board of education.	State superintendent.	Applicant must have been a teacher prior to August, 1908, or a graduate of a commissioned or certified high school with at least 12 weeks of normal training in an accredited school, and must also pass successfully (minimum average 85 per cent, grade 75 per cent) in a majority of the subjects attempted of those named in requirements for a 36-month high-school certificate.
Same as for 36-month high-school certificate.	do	do	Same as for 36-month high-school license except omission of division II of examination, common branches are as follows: Arithmetic, grammar, United States history, physiology and scientific temperance, geography, reading, writing, spelling, literature, science of education, drawing, and music. Drawing and music are optional except in counties where they are specifically required. Examination in reading-circle books for current year may be susbtituted for examinations in analogous subjects. Minimum average 95 per cent, grade 85 per cent. A teacher holding this license is in Class C.[a]
Same as for 24 months' high-school certificate.	do	do	Same as for 24 months' high-school certificate, except examination, which is in same subjects as for 36 months' common-school certificate. Minimum average, 90 per cent; grade, 80 per cent. A teacher holding this license is in class B.[a]
None; same as for 12 months' high-school certificate.	do	do	Same as for 12 months' high-school certificate, except examination, which is in same subjects as for 36 months' common-school certificate. Minimum average, 85 per cent; grade, 75 per cent. A teacher holding this license is in class A.
Same as for respective common-school license.	do	do	Same scholarship requirements as for respective grades of common-school license, except that special primary questions are given in arithmetic, reading, grammar, and science of education.
None	do	do	Any person eligible to any other examination is eligible to this, which is in kindergarten theory and practice, music, drawing, and English. Minimum average, 85 per cent; grade, 75 per cent.
	No examination required		Graduation from an approved kindergarten training school.
None; same as for 12 months' common-school license.	State board of education.	State superintendent.	Same as for 12 months' common-school license except examination, which is in special subject (minimum grade, 85 per cent) and in literature and composition, arithmetic, United States history, and physiology, and scientific temperance (minimum average, 85 per cent; grade, 75 per cent). Courses in approved schools in special subject will be accepted in lieu of normal training.

[a] *Class A.*—A teacher without experience: Shall be a graduate of a high school or its equivalent; shall have had not less than one term of 12 weeks' work in a school maintaining a professional course for the training of teachers; shall have not less than a 12 months' license.

Class B.—A teacher with 1 year's experience: Shall be a graduate of a high school or its equivalent; shall have had not less than two terms of 24 weeks' work in a school maintaining a professional course for the training of teachers or the equivalent of such work; shall have not less than a 2 years' license; shall have a success grade.

Class C.—A teacher with 3 or more years' successful experience: Shall be a graduate of a high school or its equivalent; shall be a graduate from a school maintaining a professional course for the training of teachers, or its equivalent; shall have a 3 years' license or its equivalent; shall have a success grade.

Provided, That for teachers already in the service successful experience in teaching shall be accepted as an equivalent for high school and professional training, as required by all the above classifications.—(From Laws, 1907, ch. 101, sec. 2.)

A.—*Table showing the principal features of teachers'*

INDIANA—Continued.

Name of certificate.	Issued by	Valid in— Territory.	Valid in— Schools.	Duration.	Renewal.
Special license (rural and town schools).	State board of education.	State	Rural and town schools; common branches.	3 years	Upon examination only.
County high school:					
36 months	County superintendent.	County	Same as for corresponding license issued by state		
24 months	do	do			
12 months	do	do			
County common school:					
36 months	do	do	Same as for corresponding license issued by state		
24 months	do	do			
12 months	do	do			
County primary:					
36 months	do	do	Same as for corresponding license issued by state		
24 months	do	do			
12 months	do	do			
Exemption license	do	do	Any	So long as holder remains continuously in service.	

IOWA.

[Code of Iowa. Secs. 2629-2631, 2634, 2734.]

State diploma	State board of examiners.	State	Any	For life	
State certificate: Without examination.	do	do	do	5 years	Upon proofs of successful teaching during the life of certificate.
Upon examination).	do	do	do	do	do
Primary teachers' state certificate.	do	do	First, second, and third grades.	do	do
Special state certificate (including kindergarten).	do	do	Any, in subjects or departments named.	do	Same as for state certificate.
First-grade county certificate.	do	do	do	3 years	Upon proofs of successful teaching and professional study during life of certificate.
Second-grade county certificate.	do	do	do	2 years	If markings are as high as required for first-grade, same as for first-grade.

certificates in the various States—Continued.

INDIANA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	State board of education.	State board of education.	Completion of special 2 years' course for teachers in accredited schools. Holders of this license who have no experience are in class A; those with one or more years' experience are in class B.[a]
superintendent		County superintendent do do	Same as for corresponding license issued by state superintendent.
superintendent		do do do	Do.
superintendent		do do do	Do.
6 years	No examination required		Holder of a 36 months' common-school license.

IOWA.

[Code of Iowa. Secs. 2629–2631, 2634, 2734.]

5 years	State board of examiners.	State board of examiners.	In addition to branches required for a state certificate, examination in geometry, trigonometry, chemistry, zoology, geology, astronomy, political economy, English literature, and general history.
None			Graduation from state university, normal schools, and colleges of agriculture, and other educational institutions in the State having regular collegiate courses of equal rank. The record must show at least 6 semester hours in psychology and 14 in education.
2 years	State board of examiners.	State board of examiners.	Examination in orthography, reading, writing, arithmetic, geography, English grammar, bookkeeping, physiology, history of United States, algebra, botany, physics, drawing, United States civics, Iowa civics, school laws of Iowa, didactics.
do	do	do	Examination in psychology of the child, school management, history of education, school laws of Iowa, drawing, primary methods, plant study, vocal music, physical culture.
None	do	do	Same as for special county certificate.
36 weeks	do	do	Examination in reading, orthography, writing, arithmetic, geography, grammar United States history, music, physiology and hygiene with reference to effects of stimulants and narcotics, elementary civics, elementary economics, elementary physics, and elementary algebra.
None	do	do	Same as for first-grade county certificate, except that an examination in the last four subjects named above is not required. Lower average required.

[a] See note p. 21.

A.—Table showing the principal features of teachers'

IOWA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Third-grade county certificate.	State board of examiners.	State	Any in subjects or departments named.	6 months	Not renewable. Not more than two may be issued to same person.
Provisional county certificate.	do	do	Limited to county for which issued.	do	Not renewable.
Special county certificate (including kindergarten).	do	do	Any, in subjects or departments named.	3 years	Same as for first-grade county.

KANSAS.

[Laws relating to the common schools of Kans., 1909, pp. 18–24, 27–34, 115, 129–130, 143. Manual of the Board of Education, State of Kans., 1910, pp. 5–38.]

Life diploma	State board of education.	State	Any	Life	
Life certificate	do	do	do	do	Lapses if holder is not engaged in school work for 3 years.
3-year renewable certificate (upon complete examination to non-graduates).	do	do	do	3 years	Life certificate granted if 2 years of successful experience.
3-year renewable certificate [upon partial examination to graduates (professional examination course)].	do	do	do	do	do
3-year renewable certificate [without examination to graduates (arts course)].	do	do	do	do	do

certificates in the various States—Continued.

IOWA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	State board of examiners.	State board of examiners.	Examination in the same subjects required for a second-grade county certificate. Lower average required.
do	do	do	Examination in the same subjects required for a third-grade county certificate. Lower minimum grade accepted.
do	do	do	Examination in the subject or group of subjects for which a certificate is sought. Some rank as first-grade county or regular state certificates. Examination in professional subjects also required.

KANSAS.

[Laws relating to the common schools of Kans., 1909, pp. 18–24, 27–34, 115, 129–130, 143. Manual of the Board of Education, State of Kans., 1910, pp. 5–38.]

5 years; 2 in State.	State board of education.	State board of education.	Examination in all subjects required for a 3-year certificate and, in addition, in political economy, zoology, and Latin, German, or French. Minimum average, 85 per cent; minimum grade, 70 per cent.
2 years under 3-year renewable certificate.	No examination required		Holder of 3-year renewable certificates.
1 year	State board of education.	State board of education.	Examination in first 12 subjects named under professional certificate, and in addition orthoepy, composition, plane and solid geometry, physical geography, mediæval and modern history, civil government, including the government of Kansas, botany, general psychology, history of education, school law, methods of instruction, chemistry, drawing, and music. For any 2 of the last 3 named, any 2 of the following 3 may be substituted: Zoology, political economy or Latin, including Cæsar and Virgil. Standings as under life diploma.
None	do	do	Graduation from an educational institution in the United States whose course is accredited as "efficient" as the 4-year courses of study in the Kansas state normal school entitles applicant to credit in those subjects of the examination which were completed in such institution. In addition, examination is required in the following 5 professional subjects: Philosophy of education, history of education, school laws, methods of teaching, and school management. Standings as under life diploma.
do			Graduation from the arts course, including the course in education, of the University of Kansas, or of any other accredited institution in the State maintaining same or equivalent entrance requirements and a regular 4-year course including a department of education, provided the course in education includes all subjects required for a teacher's diploma from the university.

A.—*Table showing the principal features of teachers'*

KANSAS—Continued.

Name of certificate.	Issued by	Valid in— Territory.	Valid in— Schools.	Duration.	Renewal.
3-year nonrenewable certificate (normal practice teaching course).	State board of education.	State	Any	3 years	Non-renewable. May secure renewable certificate by passing examination in professional subjects.
Industrial certificates:					
Manual training.					
Upon examination.	do	do	Any school in subjects named, provided holder has also a valid Kansas teacher's certificate.	1 year	2 years if experience is satisfactory; otherwise 1 year.
Without examination.	do	do	do	do	do
Domestic science.					
Upon examination.	do	do	do	do	do
Without examination).	do	do	do	do	do
Normal training certificate.	do	do	Any	2 years	2 years at a time; indefinitely.[a]
County certificates:					
Professional certificate.	County board of examiners.	County, except in cities of first and second class. May be indorsed in other counties for unexpired time.	do	3 years	For 3 years without examination, provided certain conditions are met.[b]
First-grade certificate.	do	do	do	do	Upon examination.
Second-grade certificate.	do	do	do	2 years	do

[a] The state board of education has established the following rules governing the renewal of normal-training certificates:

First. Evidence of successful experience and professional interest on the part of holders of such certificates satisfactory to the state board of education.

Second. Holders shall attend 2 county teachers' institutes, provided that attendance at an approved summer training school for 2 summers shall be accepted in lieu of such institute attendance.

Third. Holders shall pursue such a course of professional reading as shall be outlined by the state board of education

Fourth. Holders shall have taught 1 year of at least 20 weeks out of the 2 years, provided that attendance at a recognized institution of higher learning for 2 years shall be accepted in lieu of the required teaching experience.

It is expected that holders will attend 1 of the 2 institutes required before beginning to teach.

certificates in the various States—Continued.

KANSAS—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
20 weeks of practice teaching.	No examination required		Graduation from the normal course of 1 of certain Kansas institutions whose courses of study include all subjects required for the 3-year certificate and has received the approval of the state board of education.
None	State board of education.	State board of education.	Examination must show ability to teach both theory and laboratory work in clay modeling, cardboard construction, basketry, joinery, furniture making, wood turning, and mechanical drawing in elementary and high schools.
do			Graduation from accredited course in a manual-training institution.
do	State board of education.	State board of education.	Examination must show ability to teach sewing and cooking in elementary and high schools.
do			Same as for manual-training certificate (without examination).
do	State board of education.	Examiners appointed by state board of education.	The applicant must be a graduate of a 4-year high-school course approved by the state board of education. That course must include a prescribed course in normal training. The applicant is examined in arithmetic, grammar, geography, reading, American history, psychology, methods of instruction, and school management. Minimum average, 80 per cent; minimum grade, 60 per cent.
32 school months	do	County board of examiners.	Examinations in orthography, reading, writing, grammar, geography, arithmetic, history of Kansas, United States history, Constitution of United States, bookkeeping, physiology and hygiene, theory and practice of teaching, elements of physics, algebra, English literature, and general history, with minimum average of 90 per cent and minimum grade of 85 per cent.
12 months	do	do	Examination in all subjects required for professional certificate except general history and physics. Minimum standings 90 per cent and 70 per cent.
3 months	do	do	Examination in all subjects required for first grade except bookkeeping and literature. Minimum standings 80 per cent and 60 per cent.

[b] Conditions are as follows: (1) No nonteaching period of more than 2 years; (2) attended 90 per cent of 1 of last 3 county institutes; (3) a regular and active member of county teachers' association; (4) a subscriber to an educational journal; and (5) does such professional work as state or county superintendent may direct.

A.—*Table showing the principal features of teachers'*

KANSAS—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
County certificates—Cont'd.					
Third-grade certificate.	County board of examiners.	County, except in cities of first and second class. May be indorsed in other counties for unexpired time.	Any	1 year	Upon examination.
Temporary certificates.	County superintendent.	District named.	do	Until close of next examination.	Can not be issued to same person at expiration of time set.
Local certificates:					
Cities of first and second class.	Examining committee.	City	Department named.	Varies	Varies
Common-school district having over 10 teachers.	do	District	do	do	do
County high school.	do	County	High school named.	do	do
Institute certificates:					
Conductor's	State board of education.	State	Institutes	1 year	5 years to holder of conductor's certificate who has successfully conducted one institute.
Instructor's	do	do	do	do	3 years to holder who has taught successfully in one institute.
Special	do	do	Branches named	do	1 year

certificates in the various States—Continued.

KANSAS—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	State board of education.	County board of examiners.	Examination in all subjects required for second grade except algebra. Minimum standings 80 per cent and 60 per cent.
do	County superintendent when examination is required.		Upon written request of a district board, county superintendent may issue certificate if he believes the applicant possesses "the necessary qualifications of a teacher."
Varies	Examining committee when examination is required.		Varies; as determined by each local board. Must be judged competent to teach in department named.
do	do		Do.
do	do		Do.
8 years as a teacher.	No examination required		Must have taught successfully under certificate in three normal institutes, not more than two of which were in the same year. This rule may be waived in the case of applicants of high professional standing and long experience in educational work.
5 years as a teacher.	do		Holder of state certificate or life diploma or one whose professional experience and ability warrants.
Not fixed	do		"Board must be satisfied as to special qualifications."

A.—*Table showing the principal features of teachers'*

KENTUCKY.

Common School Laws of Ky.; 1910, pp. 12, 27–33, 133–134, 158, 166. Biennial Report of State Superintendent of Public Instruction of Ky., 1908–9, pp. 28–29.]

Name of certificate.	Issued by.	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
State diploma	State board of examiners.	State	Any	Life, unless holder fails to teach 2 successive years.	
State certificate	do	do	do	8 years, unless holder fails to teach 2 successive years.	Original period on recommendation of county board of examiners.
University diploma (B. A. in education).	Board of trustees (approved by state superintendent).	do	do	Life	
Advanced university and normal school certificates.	Board of trustees of univ., board of regents of normal schools, subject to approval of state superintendent.	do	do	3 years	For life upon evidence of successful teaching and approval of state superintendent.
Intermediate university and normal school certificate.	do	do	do	4 years	Nonrenewable.
Elementary university and normal school certificate.	do	do	do	2 years	do
Kentucky Normal and Industrial Institute certificates.	Board of trustees	do	Colored schools	Life	
First-class county certificate.	County board of examiners.	County	Any	4 years	May be renewed annually for 4 years if holder has taught 8 consecutive years under first grade certificate.
Second-class county certificate.	do	do	do	2 years	Nonrenewable
Third-class county certificate.	do	do	do	1 year	Not issued more than once to same person.

certificates in the various States—Continued.

KENTUCKY.

[Common School Laws of Ky.; 1910, pp. 12, 27–33, 133–134, 158, 166. Biennial Report of State Superintendent of Public Instruction of Ky., 1908–9, pp. 28–29.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
2 years in State	State board of examiners.	State board of examiners.	Examination in subjects required for a state certificate and, in addition, in geometry, physics, and elementary Latin with minimum average of 90 per cent and grade of 70 per cent.
2 years	do	do	Examination in subjects required for county certificates and in English literature, algebra, higher arithmetic, and psychology, with a minimum average of 90 per cent and grade of 70 per cent, and recommendation of county board of examiners.
None			Bachelor of Arts in education from state university.
do			Completion of 3 years' work in department of education of state university or in state normal schools.
do			Same, except 2 years' work.
do			Same, except 1 year work.
do			Graduation from institution.
do	State board of examiners.	County board of examiners.	Examination in spelling, reading, writing, grammar, geography, arithmetic, United States history, history of Kentucky, composition, physiology and hygiene, including nature and effects of alcoholic drinks, etc., with minimum average of 85 per cent and grade of 65 per cent.
do	do	do	Same, except minimum average of 75 per cent and grade of 55 per cent.
do	do	do	Same, except minimum average of 65 per cent and grade of 50 per cent.

A.—Table showing the principal features of teachers'

LOUISIANA.

[Sixth Compilation of the Laws of La. relating to public schools, 1908, pp. 65-69, 122, 146, 147.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
State certificate	State board of examiners.	State	Any	10 years	May be renewed by board.
First-grade certificate.	Parish board of examiners.	Parish; papers may be sent to another parish superintendent upon his request.	do	5 years	Extended 1 year for attendance state summer normal school for 9 weeks or more.
Second-grade certificate.	do	do	do	3 years	Extended 1 year for attendance state summer normal school 9 weeks.
Third-grade certificate.	do	do	do	1 year	1 year if summer school is attended 9 weeks.
Normal-school diploma	Institutions named in last column.	State	do	4 years	For 4 years by authority issuing diploma.[a]
Special certificate	Parish examining committee.	Parish	Special academic department named.	5 years	Nonrenewable.

[a] State superintendent may renew for graduates of Peabody Normal School.

certificates in the various States—Continued.

LOUISIANA.

[Sixth compilation of the Laws of La. relating to public schools, 1908, pp. 65–69, 122, 146, 147.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	State board of examiners.	State board of examiners.	Examination in subjects required for first-grade certificate and also in literature, chemistry, bookkeeping, Latin, general history, botany, history of education, psychology, and school administration. Completion of course in any subject by a graduate of any institution in Louisiana authorized by law to issue diplomas certified to by the president of such institution secures credit of satisfactory examination in that subject; this does not apply to subjects in the field of education.
do	State superintendent.	Parish board of examiners.	Examination in higher algebra, physics, geometry, penmanship and drawing, theory and art of teaching, English grammar and composition, arithmetic (written and mental), political and physical geography, United States history, and agriculture; if applicant holds a third-grade certificate, also in reading, constitutions of Louisiana and of the United States, and spelling. An applicant who holds no certificate nor is a graduate of an institution authorized to issue diplomas must, in addition to the first-grade subjects, take the third-grade examination in physiology and hygiene and the second-grade examination in constitutions of Louisiana and of the United States and spelling.
do	do	do	Examination in grammatical analysis, physical and political geography, elementary algebra, theory and art of teaching, arithmetic, United States history, agriculture, reading, constitutions of Louisiana and United States, and spelling; if applicant does not hold third-grade certificate, also in penmanship and drawing, and physiology and hygiene. Minimum average 80 per cent, minimum grade 50 per cent; average of 70 per cent entitles applicant to third-grade certificate.
do	do	do	Examination in spelling, reading, penmanship, drawing, arithmetic, English grammar, geography, United States history, constitutions of United States and of Louisiana, physiology and hygiene with special reference to the effects of stimulants and narcotics, and theory and art of teaching. Minimum average, 75 per cent; minimum grade, 48 per cent.
do			Diplomas from Peabody Normal School; State Normal School; City Normal School, New Orleans; Department of Philosophy and Education, Louisiana State University, Teachers' College of Tulane University.
do	State superintendent.	Parish examining committee.	Examination in subjects to be taught.

NOTE.—General average obtained upon examination is increased 15 per cent for attendance upon state summer normal schools for 9 weeks. Examination must be taken within one year from date of attendance

A.—*Table showing the principal features of teachers'*

MAINE.

[Maine School Laws, 1909, p. 13, 38. Circular "Examination for state certificates," 1904.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
State certificates: Upon examination. Public-school grade.	State superintendent.	State	Any	Life, 5, 3, or 1 year.[a]	One renewal without re-examination.
Grammar or common school grade.	do	do	Common schools	do	do
Common-school grade.	do	do	do	do	do
Primary or common school grade.	do	do	do	do	do
Without examination.	do	do	(a)	do	do
Town certificate	Town superintendent.	Town	Branches upon which examined.	1 year	Without examination.

[a] The period for which the certificate is granted is determined primarily by facts of experience as stated on reverse of certificate. For a life certificate, as determined by these facts alone, the candidate must have actually taught at least 18 terms; for a 5 years' certificate, at least 9 terms; and for a 3 years', at least 5 terms. For any less than 5 terms of actual teaching the 1 year's certificate is granted. The force of these facts is, however, modified, first by graduation from normal school, such graduation counting as the equivalent of an actual experience of 3 terms; second, by conditions of rank in written examination, a very low rank in one or more subjects as compared with average rank reducing the term on the assumption that the candidate will desire to attain higher rank and thus a higher grade of certificate, and so will wish the sooner to take a reexamination; third, by extent of professional reading, the candidate who has evidently read little in this direction being granted certificate of shorter term than might otherwise have been granted. On the other hand especial excellence in ranks attained in examination or in estimates of references, will serve as an equivalent for some small lack of experience. A 5 years' certificate, for example, may thus be granted when the number of terms taught is only 7 or 8 instead of the full number required primarily.

certificates in the various States—Continued.

MAINE.

[Maine School Laws, 1909, p. 13, 38. Circular "Examination for state certificates," 1904.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
18, 9, 5, or 0 terms.[a]	State superintendent.	State superintendent.	Written examination in reading, writing, spelling, arithmetic, geography, English grammar, United States history, physiology and hygiene, elementary science or nature study, civil government, theory and practice of teaching, and school law; minimum average 90 per cent, minimum grade 70 per cent; also graduation from college or full college-preparatory course of first-class seminary or exceptionally high rank with ability to teach college preparatory studies, including at least one ancient and one modern language, and a recommendation for high school work given by references. Reports of references are taken into account,[b] also statements contained in preliminary examination.[c]
do	do	do	Examination in same subjects; minimum average 80 per cent, minimum grade 70 per cent. Account also taken of statements of references and of preliminary examination.[b] [c]
do	do	do	Same, except minimum average and grade 70 per cent and 50 per cent.[b] [c]
do	do	do	Same, except no minimum average is stipulated, and minimum grade is placed at 35 per cent.
do	do	do	Graduation from a Maine state normal school.[d]
As determined by town superintendent.	Town superintendent.	Town superintendent.	Examination in reading, spelling, grammar, geography, history, arithmetic, civil government, bookkeeping, physiology with special reference to effect of alcoholic drinks, stimulants, and narcotics, elements of the natural sciences, especially as applied to agriculture and such other branches as superintending school committee desires to introduce into the public school, particularly into the school for which he is examined.

[b] The applicant is required to furnish the names of 5 references, to 3 of whom are sent circular letters asking each to estimate the applicant's fitness as excellent, good, fair, poor, or very poor in each of the following points except the last named: Moral character, success in gaining cooperation of pupils and parents, tact in directing and controlling pupils, interest in work, energy, enthusiasm, skill in instructing, power in stimulating pupils to do their best, influence over pupils out of school, efforts for self-improvement, extent of general reading, manners as influencing those of pupils, capacity for work, for what kind of school would you recommend the candidate.

These statements are then graded by the state superintendent according to the following scale: Excellent, 90 to 100 per cent; good, 70 to 90 per cent; fair, 50 to 70 per cent; poor, 30 to 50 per cent; and very poor, 1 to 30 per cent. The average of the 3 reports determines the rating for each element of fitness.

[c] The preliminary examination consists of filling out a blank form concerning the life, education, experience, special preparation, and reading of the applicant and other facts bearing upon his probable ability as a teacher. The names of 5 references are also required.

[d] Graduates of state normal schools are admitted to all classes of state certificates. In determining the grade of certificate to be given to each graduate, consideration is given to the grade of work done by the student during the course, experience in teaching, if any, before entrance to the course, and rank attained in examination.

A.—Table showing the principal features of teachers'

MARYLAND.

[The Public School Laws of 1910, pp. 12, 24, 26, 31-32. By-Laws, Rules, and Regulations of the Public School System of Maryland, 1908, pp. 18-21.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Life certificate: Without examination.	State board of education.	State	Any	Life	
Upon examination.	do	do	do	do	
State normal diploma.	do	do	do	do	
State normal certificate.	Principal of school and state board.	do	do	5 years	For life, upon 2 years' experience and recommendation of county superintendent.
University, college, and normal diplomas.	Indorsed by state superintendent.	do	do	Varies; may be for life.	
County certificates: First grade. First class. Second class. Second grade. First class. Second class.	County superintendent.	County	do	6 months after election to a position within 15 months after date of issuance.	For 5 years if county superintendent is satisfied of holder's fitness to teach and govern.

certificates in the various States—Continued.

MARYLAND.

[The Public School Laws of 1910, pp. 12, 24, 26, 31–32. By-Laws, Rules, and Regulations of the Public School System of Maryland, 1908, pp. 18–21.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
7 years, 5 in Maryland.	.....	.....	Holder of first-class certificate; unanimous recommendations of county board of school commissioners; satisfactory proof of liberal education and professional study, equivalent to graduation from some reputable college.
.....do.....	State superintendent subject to approval of state board.	State superintendent.	Same as above; board of education may require any applicant to pass a satisfactory examination.
1 year.....	No examination required.....		Graduation from a state normal school of Maryland or of the normal department of Washington College.
None.....	.....do.....		None specified.
Varies; left to judgment of state superintendent.	.....do.....		Graduation from approved higher institution in Maryland, including completion of 2 years' professional course prescribed by state board of education.
None.....	County superintendent.	County superintendent.	Examination for first grade same as that for second grade except the omission of the history of Maryland and the addition of bookkeeping, algebra (without limitations), natural philosophy, plane geometry (4 books), and general history. Examination for second grade in orthography, reading, writing, arithmetic, geography, United States history, history of Maryland, grammar, Constitutions of United States and Maryland, algebra (to quadratics), theory and practice of teaching, physiology, and laws and by-laws of the public school system of Maryland. The grade of certificate is determined by the scholastic qualifications as shown in the examination. The class of certificate under each grade is determined by a consideration of the (*a*) scholarship, (*b*) executive ability, (*c*) personality, and (*d*) teaching power of the applicant, and of such other points as the state board of education may approve.

A.—*Table showing the principal features of teachers'*

MASSACHUSETTS.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Union superintendent's certificate.	State board of education.	State.....	Superintendent...	From 1 to 5 years.	At pleasure of board; may be renewed if record is satisfactory.
Local certificates...	School committee.	Town.....	.....	1 year, usually.	Very variable practice.

MICHIGAN.

[School Laws, 1909, secs. 59, 165, 177, 287, 301, 334. Public Acts of Michigan, 1903, ch. 213; 1905, chs. 24, 148; 1907, chs. 112, 125; 1909, ch. 165.]

University of Michigan certificate.	Regents of university.	State.....	Any.....	Life.....	.....
State life certificate.	State board of education.	.....do.....	.....do.....	.....do.....	.....
College certificate..	.....do.....	.....do.....	.....do.....	4 years.....	For life after 3 years' experience.
Advanced State Normal College, Central Normal, Northern Normal, or Western Normal certificate.	.....do.....	.....do.....	.....do.....	Life.....	.....
State Normal College, Central Normal, Northern Normal, or Western Normal certificate.	.....do.....	.....do.....	In grades.....	3 years.....	By state board of education, for 3 years after 3 years' successful teaching.
State Normal College, Central Normal, Northern Normal, or Western Normal rural school certificate.	.....do.....	.....do.....	In rural schools...	.....do.....	.....do.....

[a] As determined by state board of education.
[b] Qualifications of certain superintendents of schools determined by the state board of education.
[c] As determined by school committee.
[d] SEC. 28. It [The school committee] shall select and contract with the teachers of the public schools, shall require full and satisfactory evidence of their moral character, and shall ascertain by personal examination their qualifications for teaching and their capacity for the government of schools; or in lieu thereof, may accept the diplomas granted by the state normal schools of this Commonwealth to their graduates.

SEC. 29. Every teacher shall, before he opens any public school, obtain from the school committee a certificate, in duplicate, of his qualifications, one of which shall be deposited with the selectmen, or, in a city, with the auditor or treasurer or with any officer who may be prescribed on the charter, before any payment is made to him on account of his services. (Mass. School Laws, 1909, p. 24.)

The authority and duty of the school committee of a town are not confined to ascertaining by examination the literary qualifications of teachers and their capacity for the government of schools, but they are the sole judges of their qualifications in all respects to teach and govern the schools for which they are selected. (9 Allen, 94.)

The school committee have the whole power to examine teachers. (Bachelder *v.* City of Salem, 4 Cush., 599.)

The committee are to find such teachers [good teachers] by examination. The most satisfactory examination will be made by observing a teacher at his work. If this can not be done, the candidate may be examined by questions which shall test his ability to teach the branches of learning to be pursued in the schools, also his ability to organize and control a school. [Note in Mass. School Law, 1892, p. 42, and repeated for several years.]

Chapter 215, acts of 1904, provides as follows:

In all the superintendency unions in which any part of the expense of the superintendent is borne by the Commonwealth the state board of education shall determine, by examination or otherwise, the qualifications of candidates for the position of superintendent of public schools; and, after the first day of January, in the year nineteen hundred and five, no person shall be elected to such position who does not hold a certificate of fitness and competency from said board: *Provided, however,* That this act shall not apply to any superintendency union in which one town does not receive aid from the Commonwealth for expense of a superintendent until the termination of the contract, if any, existing between such towns at the time of the passage of this act.

certificates in the various States—Continued.

MASSACHUSETTS.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
(a)	(a)	(a)	See footnote b.
(c)	(c)	(c)	See footnote d.

MICHIGAN.

[School Laws, 1909, secs. 59, 165, 177, 287, 301, 334. Public Acts of Michigan, 1903, ch. 213, 1905, chs. 24, 148; 1907, chs. 112, 125; 1909, ch. 165.]

None	No examination required	Possession of bachelor's, master's, or doctor's degree, and also a teacher's diploma for work done in the science and the art of teaching in the university or in equal institution.
2 years	do	Eminent scholarship and ability shown by examinations in every study required for such certificate.[a]
None	do	Possession of bachelor's, master's, or doctor's degree of approved college, with at least a 1-year course in science and art of teaching and observation of actual school work.
do	do	Two years' normal course after 4 years' high school or 4 years' course after tenth grade.
do	do	One year's normal work after 4 years high school.
do	do	Two years' normal work and 1 term if no high-school credits.

[a] Algebra, botany, United States history, civil government, arithmetic, literature, chemistry, general history, geography, geology, Latin, geometry, orthography, theory and art of teaching, rhetoric, zoology, German, English grammar, school law, penmanship, physiology, and physics.

A.—*Table showing the principal features of teachers'*

MICHIGAN—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Certificate of teacher of agriculture.	State board of agriculture.	State	In rural schools	3 years	Nonrenewable.
Kindergarten teachers' certificate.	State superintendent.	do	Kindergarten and first grade.	Life	
Certificate for teachers of music or drawing.	do	do	Subject named	do	
First-grade county certificate.	County board of examiners.	County (State, if counter-signed by state superintendent).	Any	4 years	Without examination, if average is above 85 per cent in 2 examinations, and continuous teaching.
Second-grade county certificate.	do	County [b]	do	3 years	do
Third-grade county certificate: Class A	do	do	Primary department.	1 year	do
Class B	do	do	Any	do	(c)
County normal training class diploma.	County normal board.	do	Any school having not over 2 teachers.	do	Option of county normal board for 3 years.
County special certificate.	County commissioner.	Specified district.		Until next public examination.	Nonrenewable.

[b] Examination papers may be sent to another county on request of applicant; new certificates may be issued thereon; valid in the other county for life of original certificate.

[c] Without examination, if average is above 85 per cent in 2 examinations, and continuous teaching; not more than 3 to same person.

certificates in the various States—Continued.

MICHIGAN—Continued.

Experience required.	Questions prepared by	Papers examined by	Scholarship requirements.
None	No examination required		Graduation from 4-year course in agriculture in the Michigan Agricultural College, with a course of at least a half year in pedagogics.
do	do		Graduation from approved kindergarten training school and possession of a teacher's certificate, or diploma from a college or a high school with a 4-year course.
do	do		Completion of at least 2 years' course in music in state university, a state normal school, or an incorporated college; or completion of at least 1-year course in drawing in same or equal institution.
1 year	State superintendent.	County board of school examiners.	Examination in orthography, reading, writing, grammar, geography, arithmetic, theory and art of teaching, United States history, civil government, physiology and hygiene, physics, general history, botany, and algebra.
7 months	do	do	Examination in subjects required for third-grade certificate, and in addition two of the following: General history, botany, physics, and algebra.
3 years in primary department of graded schools.	do	do	Examination in writing, orthography, reading, grammar, arithmetic, geography, United States history, civil government, theory and art of teaching, physiology and hygiene, with special reference to the effect upon the human system of alcoholic drinks, stimulants, narcotics, and the causes and prevention of dangerous communicable diseases.
None	do	do	Same as for third grade, Class A.
do	No examination required		Graduation from county normal training class (1-year course).
do	County commissioner.	County commissioner.	Personal examination by county commissioner in third-grade branches.

A.—*Table showing the principal features of teachers'*

MINNESOTA.

[State laws of Minn., 1907, pp. 113–119. Laws of Minn., 1909, chap. 455. Circular of information, relating to examinations, etc., department of public instruction, 1908.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
First-grade professional certificate:					
Upon examination.	State superintendent.	State	Any	Limited number of years at first. For life after 10 years' successful teaching.	See duration
Without examination.	President of university and state superintendent.	do	do	Life or 2 years.	
Second-grade professional certificate.	State superintendent.	do	Elementary grades	Same as first-grade professional.	See duration
Professional permit.	do	do	Same as corresponding professional certificate.	One year	Nonrenewable
First-grade certificate:					
Upon diploma	President of school and state superintendent.	do	Elementary grades	Two years	For life on 2 years' successful teaching.
Upon normal elementary diploma.	State normal board	do	do	3 years	3 years; completion of additional year in state normal school.
Upon examination.	State and county superintendent.	do	do	5 years	Conditions prescribed by state superintendent.
Second-grade certificate.[b]	do	County; in other counties when indorsed.	do	2 years	do
Limited second-grade certificate.	do	do	do	1 year	5 months' experience; all grades above 70 per cent.
Third-grade certificate.	County superintendent.	District specified.	do	do	Upon examination.[c]
Special certificates	State superintendent.	State	Branches named	Term of years or life.	Limited (2 years).[d]

[a] Laws, p 114, sec. 272. The written answers for the scholastic examination shall be read and marked under the direction of the state superintendent. Markings for the professional requirements shall be given by the county superintendent, who shall also be the judge of skill in teaching and moral character of applicants. (1351.)

Superintendents of public instruction may limit first and second grade teachers' certificates to one year in certain instances.—(Douglas, Aug. 24, 1899.)

certificates in the various States—Continued.

MINNESOTA.

[State laws of Minn., 1907, pp. 113-119. Laws of Minn., 1909, chap. 455. Circular of information, relating to examinations, etc.; department of public instruction, 1908.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
Permanent teachers of successful experience, including 9 months in Minnesota.	State superintendent.	State superintendent.	Examination in the branches required for a first-grade certificate; also all the branches included in subdivision 1 (following); two in subdivision 3; two in subdivision 4; and 3 in each of the other subdivisions, namely (1) educational science, including history of education, psychology, general pedagogy, and school organization; (2) mathematics, including higher algebra, solid geometry, trigonometry, plane and spherical; (3) English, including English and American literature and rhetoric; (4) history, ancient, medieval, English, and American; (5) science, including botany, chemistry, geology, and physiography, astronomy, zoology, and political science.
2 years for life certificate; none for 2-year certificate.	No examination required		Graduates of the University of Minnesota from its college of education or from college of science, literature, and art, or from college of agriculture, who have taken specified courses in college of education.
Same as first-grade professional.	State superintendent.	State superintendent.	Examination in all branches included in examination for first-grade certificate and in subdivision 1 (above), and in 6 branches included in the other subdivisions.
do	do	do	Teachers lacking not more than 3 of the branches required for a professional certificate.
None	No examination required		Graduates of the state normal school or of the teachers' course in the department of agriculture in the state university.
do	do		Completion of course in a Minnesota state normal school prescribed for elementary diploma.
8 months	State superintendent.	State superintendents.[a]	Examination in reading, spelling, arithmetic, grammar, United States history, composition, geography, physiology, civil government, and practical hygiene, also algebra, geometry physical geography, and physics. Other branches may be substituted by state superintendent for the last three. Music, drawing, and languages are optionals.
5 months	do	do	Examination in reading, spelling, writing, arithmetic, grammar, United States history, composition, geography, physiology, civil government, and practical hygiene.
None	do	do	Do.
do	County superintendent.	County superintendent.	Do.
2 years for life certificate.	State superintendent.	State superintendent.	Examination in branches to be taught, with those required for a second-grade certificate.

[b] Certificates showing completion of 2 years' prescribed work in state normal schools may be indorsed by state superintendent, giving them the effect of second-grade certificates.
[c] Not more than 2 certificates to same person in same county.
[d] Certificate may be renewed after 2 years' successful experience.

A.—*Table showing the principal features of teachers'*

MISSISSIPPI.

[School laws of Miss., 1906, pp. 20–26.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Professional license.	State board of education.	State.....	Any.....	Life.....	.....
State license.....	State board of examiners.	.....do.....	.....do.....	1, 2, or 3 years, according to standing.	May be renewed by reexamination. Holder of second 3 years' license exempt from further examination.
First-grade license..	County board of examiners.	County.....	.....do.....	1, 2, or 3 years. See last column.	Second 3 years' license renewable so long as holder continues to teach.
Second-grade license.	.....do.....	.....do.....	.....do.....	1 year.....	Nonrenewable.
Third-grade license.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....
Transfer license....	State board of examiners.	County designated by applicant.	.....do.....	Unexpired time of original.	Same as for original license.

certificates in the various States—Continued.

MISSISSIPPI.

[School laws of Miss., 1906, pp. 20–26.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
Varies	State board of examiners.	State board of examiners.	To teachers of recognized ability, moral character, and scholarly attainments who shall pass a satisfactory written examination in algebra, geometry, rhetoric, English literature, botany, chemistry, science of teaching, civil government, Cæsar and Virgil.
do	do	do	Subjects required for first-grade certificate.
None for 1 year; 6 months for 2 and 3 year certificate.	State superintendent.	County board of examiners.	Examination in subjects required for second-grade certificate, except no examinations are "elementary," and also in history of Mississippi, agriculture, and civil government, with minimum average of 75 per cent and grade of 50 per cent for 1-year certificate; minimum average of 85 per cent for 2-year certificate; and 90 per cent for 3-year certificate.
None	do	do	Examination in spelling, reading, mental arithmetic, practical arithmetic, elementary geography, elementary English, grammar and composition, primary United States history, primary physiology and hygiene, with special reference to the effects of narcotics and stimulants, with a minimum average of 75 per cent and grade of 50 per cent.
do	do	do	Same as for second grade, except minimum average of 60 per cent and grade of 40 per cent.
do	See scholarship requirements.	State board of examiners.	Holder of any license may direct a county superintendent to forward his papers and license to state board of examiners. If grading of county board is sustained the transfer license is issued.

A.—*Table showing the principal features of teachers'*

MISSOURI.

[Rev. School Laws of Mo., 1909, secs. 10920, 10940–10942, 10948, 11073. Circular of Dept. of Ed., "Requirements for state certificates, 1910."]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Life certificate:					
Upon examination.	State superintendent.	State	All public schools of State.	Life	
Upon diploma	do	do	do	do	
Missouri normal diploma.	Board of regents	do	do	do	
Limited state certificate:					
Upon examination.	State superintendent.	do	do	5 years	Yes
Upon diploma	do	do	do	do	do
Missouri normal certificate.	Board of regents	do	do	2 years	No
First-grade county certificate.	County superintendent.	County	do	3 years	Unlimited number of times, provided holder has taught 4 months in 2 years previous, or has made a satisfactory record in an approved summer school.
Second-grade county certificate.	do	do	do	2 years	Twice only
Third-grade county certificate.	do	do	do	1 year	Once only
Special county certificate.	do	do	do	Until next regular examination.	Nonrenewable.

certificates in the various States—Continued.

MISSOURI.

[Rev. School Laws of Mo., 1909, secs. 10920, 10940–10942, 10948, 10973. Circular of Dept. of Ed., "Requirements for state certificates, 1910."]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
40 months	State superintendent.	State superintendent.	The same as 5-year limited certificate, and in addition history of education, psychology, and a thorough examination along some special line of educational or pedagogical work, as mathematics, English history, foreign languages, or science.
do	do	do	Graduation from an institution holding membership in the "Missouri College Union" or an institution of equal rank, and examination in history of education, and two of the following: Primary teaching and kindergarten, grade and rural teaching, supervision, Missouri school system.
10 months in training school.	No examination required		Completion of advanced course, which admits to junior year in the university.
12 months	State superintendent.	State superintendent.	One branch of each of following divisions: (1) ancient history, mediæval and modern history, English history and government, American history and government, general economic history; (2) rhetoric, history of English language, history of American and English literature, Latin (Cæsar and Cicero), German (2 years); (3) biology, botany, zoology, physical geography, geology; (4) physics, chemistry, higher algebra, plane and solid geometry, manual training; (5) primary teaching and kindergarten, grade and rural teaching, supervision, Missouri school system.
do	do	do	Graduation from an institution holding membership in the "Missouri College Union" or an institution of equal rank and examination in pedagogy, psychology, and four common-school branches to be selected by examiner.
5 months in training school.	No examination required		Course of study, elementary pedagogy, academic, equal to 2 years in high school.
1 year	State superintendent.	County superintendent.	Examination in same branches as for second-grade county certificate, with addition of one division of history, either ancient, modern, or English, and one branch of science, either physical geography, elementary physics or elementary biology relating to agriculture. Minimum average of 90 per cent.
None	do	do	Examination in same branches as third-grade county certificate, with addition of algebra and literature. Minimum average of 85 per cent.
do	do	do	Examination in spelling, reading in English, penmanship, language lessons, geography, arithmetic, English grammar, United States history, civil government (including state government), physiology and hygiene, pedagogy, elementary agriculture. Minimum average of 80 per cent with no branch below 60 per cent.
do	County superintendent.	do	Same as for third-grade county certificate.

A.—*Table showing the principal features of teachers'*

MONTANA.

[School laws of Mont, 1909, pp. 21, 132-138.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Life diploma	State board of education.	State	Any	Life	
State certificate	do	do	do	6 years	Renewable
Normal school diploma.	do	do	do	3 years	Life diploma granted graduate of 4-year course after 1 year's experience; graduate of 3-year course after 2 year's experience.
Professional certificate.	County board of examiners.	County; valid in any other county upon indorsement.	do	Not less than 4 years.	10 months under certificate, as long as holder continues teaching and gives county superintendent satisfactory evidence of progress and efficiency.
First-grade certificate.	do	do	Any, except in high schools and as principal of school of more than two departments unless holder is a graduate of a reputable college, university, or normal school.	Not less than 3 years.	do
Second-grade certificate.	do	County	do	2 years	Renewable
Third-grade certificate.	do	do	do	1 year	Not more than twice to same person.
Special certificate (penmanship, drawing, modern language and music, elocution, physical training, commercial branches, manual training, domestic science, kindergarten, first primary).	do	District	Special branches named.	3 years	Renewable. No definite conditions specified.
Temporary certificate.	do	County	Same as first grade.	Until next examination.	Not more than once to same person except in emergency.

certificates in the various States—Continued.

MONTANA.

[School laws of Mont., 1909, pp. 21, 132-138.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
See scholarship requirements.	No examination required		Holder of state certificate or Montana normal school diploma. Five years' experience in State required of former, 1 or 2 years of latter.
18 months since graduation.	do		Graduation from a reputable college, university, or normal school in advanced course, and a resident teacher of Montana.
None	do		Graduation from either 3 or 4 year course of Montana State Normal School.
12 months	State superintendent.	County board of examiners.	Examination in subjects required for first-grade certificate and, in addition, in physics and plane geometry.
do	do	do	Examination in subjects required for first-grade certificate and, in addition, in American literature and elementary algebra.
None	do	do	Examination in subjects required for third-grade certificate and, in addition, in civics of United States and Montana, and physical geography.
do	do	do	Examination in penmanship, orthography, reading, writing, arithmetic, mental arithmetic, geography, grammar, physical geography, United States history, and theory and practice of teaching. Minimum standing for each county certificate is fixed by State superintendent.
do	No examination required		Issued upon the request of a majority of any local board.
do	do		Applicant must give satisfactory reasons for not attending previous regular examination.

A.—*Table showing the principal features of teachers'*

NEBRASKA.

[School Laws, 1909, pp. 70-81, 91, 102. Laws of Nebr., 1897, chap. 65; 1905, chap. 135; 1907, chap. 123.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Professional state certificate: Upon examination.	State superintendent.	State	Any	Life	
Upon diploma	do	do	do	do	
Do	do	do	do	do	
Upon life certificate from other States.	do	do	do	do	
Nebraska State Normal life diploma.	Board of education of state normal schools.	do	do	do	
College or university permanent certificate.	State superintendent.	do	do	do	
State normal school diploma.	Board of education of state normal schools.	do	do	3 years	
College, university, or normal school first-grade state certificate.	Board of trustees of institution and state superintendent.	do	do	do	Extended by state superintendent.
College or university first-grade state certificate.	Board of trustees of institution.	do	do	do	do
Elementary state certificate.	Board of education of the state normal schools.	do	Common school districts and grades of high school and city districts.	1 to 3 years (discretion of county superintendent)	(a)
College or university second-grade state certificate.	Board of trustees of institution and state superintendent.	do	do	do	(a)
First-grade county certificate.	County superintendent.	County	Common school districts and grades of high school and city districts; any, if a graduate of a standard college or university.	2 to 3 years	(b)

a Reissued upon 1 years' additional attendance at approved normal schools.
b If average above 85 per cent and no grade below 70 per cent may be reissued without examination upon recommendation of county superintendent.

certificates in the various States—Continued.

NEBRASKA.

[School Laws, 1909, pp. 70–81, 91, 102. Laws of Nebr., 1897, chap. 65; 1905, chap. 135; 1907, chap. 123.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
1 year in State	State superintendent.	State superintendent.	Possession of Nebraska first-grade county certificate, and examination in chemistry, English literature, general history, geology, physical geography, plane trigonometry, psychology, rhetoric, and zoology.
3 years in State			Diploma from approved college or university, and possession of Nebraska first-grade county certificate.
2 years			Diploma from advanced course of a state normal school of another State conferring the right to teach for life in said State.
Discretionary with state superintendent.			Discretion of state superintendent to the holder of a state professional certificate from another State.
2 years after graduation or 3 years before (or partly before and partly after).			Completion of the higher course of study in a state normal school.
3 years			Graduate of University of Nebraska or institution in Nebraska approved by the state superintendent on the basis of the University of Nebraska holding degree of A. B or B. S. and certificate showing completion of course of instruction for special training of teachers; or the completion of a course of study equal in extent and similar in subjects to the advanced course of the Nebraska state normal schools, in a Nebraska institution approved by the state superintendent on the basis of the state normal schools.
None			Completion of higher course of state normal school.
do			Completion of course of study equal in extent and similar in subjects to higher course of state normal schools, in a Nebraska institution approved by the state superintendent on basis of state normal schools.
do			Graduate of University of Nebraska or institution in Nebraska approved by the state superintendent on the basis of the University of Nebraska with the degree of A. B. or B. S. and completion of course for special training of teachers.
do			Completion of elementary course in state normal school of Nebraska.
do			Completion of course of study equal in extent and similar in subjects to elementary course of state normal schools in a Nebraska institution approved by the state superintendent on the basis of the state normal schools.
1 year or 12 weeks normal training.	State superintendent.	State superintendent.	Same as second-grade county certificate with examination in algebra, botany, geometry, and physics; or graduation from standard college, university, or state normal school.

A.—*Table showing the principal features of teachers'*

NEBRASKA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Second-grade county certificate.	County superintendent.	County	Common school districts, and grades of high school and city districts.	1 to 2 years	(a)
Third-grade county certificate.	do	do	Common school districts.	Not over 1 year.	Not reissued
Conditional limited certificate (second or third grade county).	State superintendent.	Specified district in specified county.	do	Term of school.	do
Emergency certificate.	County superintendent.	County	do	Until results of next regular examination are learned.	do

NEVADA.

[School Law, 1909, pp. 14-21. Laws of Nev., 1907, chap. 182, p. 378.]

Life diploma (high-school grade, grammar-school grade, primary-school grade).	State board of education.	State	Any	Life	
High-school certificate:					
Upon examination.	do	do	do	4 years	At discretion of state board.
Without examination.	do	do	do	5 years	do
Grammar-school certificate:					
Upon examination.	do	do	Grammar, primary, and unclassified.	3 years	do
Without examination.	do	do	do	5 years	do
Primary-school certificate.	do	do	Any school in which only primary subjects are taught.	2 years	Nonrenewable.

a If average above 85 per cent and no grade below 70 per cent may be reissued without examination upon recommendation of county superintendent.

certificates in the various States—Continued.

NEBRASKA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
1 year (or 8 weeks normal training).	State superintendent.	State superintendent.	Same as third-grade county certificate, with examination in civil government, bookkeeping, drawing, theory, and art of teaching, and elementary agriculture.
None	do	do	Examination in orthography, reading, penmanship, geography, arithmetic, mental arithmetic, physiology and hygiene, English composition, English grammar, and United States history.
Same as second or third grade.	do	do	Grades in all subjects required for the second or third grade county certificate, with some grades below required standard.
None	do	do	Evidence of ability to secure passing grades in all subjects required for certificate sought.

NEVADA.

[School Law, 1909, pp. 14–21. Laws of Nev., 1907, chap. 182, p. 378.]

(1) 72 months in State, or (2) 72 months, 24 in State. See last column. (3) 45 months for graduates of state normal school.			(1) Evidence of having taught successfully and continuously in public schools of State for 72 months, or (2) holder of high-school certificate with 72 months' successful experience, 24 of which have been in Nevada, whose application is accompanied by a certified copy of a resolution adopted by the board of school trustees in which the applicant has taught at least one year; (3) graduate of state normal school and holder of high-school or grammar-school certificate 45 months; life diploma of same grade as certificate.
None	State board of education.	Board of educational examiners.	Examination in subjects required for grammar-school certificate, and, in addition, botany, Latin, general history, English literature, plane geometry, astronomy, rhetoric, civil government, and the history and methods of teaching.
do			Graduation from state normal school, advanced course.
do	State board of education.	Board of educational examiners.	Examination in subjects required for primary-school certificate, and, in addition, algebra, first and second books of plane geometry, English history, bookkeeping, physical geography, physics, chemistry, and methods of teaching.
do			Graduation from elementary course in state normal school.
do	State board of education.	Board of educational examiners.	Examination in orthography, reading, grammar, written arithmetic, mental arithmetic, penmanship, physiology, United States history, civil government, geography, current news, drawing, theory and practice of teaching, and, at discretion of state board of education, music and the elements of chemistry and physics.

A.—*Table showing the principal features of teachers'*

NEVADA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Rural grammar-school certificate.	State board of education.	State	Rural schools employing not more than 1 teacher.	3 years	None renewable.
Special certificate	do	do	Subjects named	2 years	2 years if holder continues teaching.
Temporary certificate.	do	School district.	Any	Until next examination.	Nonrenewable.

NEW HAMPSHIRE.

[Laws of N. H., relating to public schools, pp. 34, 41–42. Abstract of regulations governing state examination and certification (no date).]

Supervisory certificate.	State superintendent.	State	Any	Life	
High school certificate:					
Permanent	do	do	High schools	do	
Probationary	do	do	do	1 year	Upon completion of examinations.
Elementary certificate:					
Permanent—					
Upon examination.	do	do	Elementary	do	
Without examination.	do	do	do	do	
Probationary	do	Has never been determined.	do	1 year	Has never been determined.

[a] An average of not lower than 90 per cent and no subject below 80 per cent entitles applicant to a certificate "with credit." An average of not lower than 95 per cent and no subject below 90 per cent entitles applicant to a certificate "with honor."

certificates in the various States—Continued.

NEVADA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None			Graduation from normal training school (county).
do	State board of education.	Board of educational examiners.	Board shall determine fitness of applicant to teach special subject by whatever method it considers most appropriate. May be granted to teach music, drawing, manual training, penmanship, kindergarten work, or any foreign language.
do			Board of school trustees must request. Certificate will not be granted if any member of board is a near relative of applicant.

NEW HAMPSHIRE.

[Laws of N. H., relating to public schools, pp. 34, 41-42. Abstract of regulations governing state examination and certification (no date).]

2 years	State superintendent.	State superintendent.	Examination in history of education, school management, psychology, pedagogy, school organization and supervision, school law; and graduation from approved college or equivalent.[a]
None	do	do	(1) Graduation from approved college, certificate of college standing in advance courses of subjects in Group III and examination in Group I, with minimum average of 75 per cent and grade of 55 per cent; (2) or satisfactory evidence of adequate education, and examination in Groups I, II, and III, with same minimum standings.[b]
do	do	do	Same as for permanent certificate except minimum average of 70 per cent and minimum grade of 50 per cent, and omission of Group III from subjects of examination.
do	do	do	(1) Graduation from approved high school or academy in New Hampshire and examination in Group I (same standings as under (2)) or (2) examination in Groups I and II, with minimum average of 75 per cent and grade of 55 per cent. *Group I.*—Psychology, pedagogy, school management, school law. *Group II.*—English literature, grammar, composition, spelling, United States history, civil government, oral and written arithmetic, physiology and hygiene, and geography.[a]
do	No additional examination required		Graduation from a state normal school of New Hampshire (full course)
do	State superintendent.	State superintendent.	Same as for permanent except minimum average of 70 per cent and minimum grade of 50 per cent and the further provision that certificates of standing in professional subjects in teacher's course in a state normal school are accepted in lieu of examination in Group I.

[b] *Group I.*—History of education, psychology, pedagogy, school law, school management, with special reference to the problems of the adolescent period.

Group II.—English literature, including American authors; grammar; rhetoric; composition; either Latin, Greek, French, or German; either physics, chemistry, or biology; Algebra, through quadratics; plane geometry; United States history; either Grecian and Roman, mediæval and modern, or English history; and civil government.

Group III.—Examination to test special proficiency in one of following departments of study: The English language and literature, the Greek and Latin languages and literatures, the French and German languages and literatures, history, chemistry and physics, biology, mathematics, and commerce.

A.—Table showing the principal features of teachers'

NEW HAMPSHIRE—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Local certificate	School board	District	Branches named	1 year	None

NEW JERSEY.[a]

[N. J. School Laws, 1908 (includes rules and regulations of state board of education), pp. 2, 3, 9-11, 149-162.

State certificates: First-grade	State board of examiners.	State	Any	Life	
Second-grade. Upon examination.	do	do	do	10 years	Without reexamination.
Without examination.	do	do	do	2 years	Original certificate or diploma indorsed if experience satisfactory (see last column).
Third-grade	do	do	do	7 years	Without reexamination.
Normal school life certificates: Upon examination.	do	do	do	Life	
Without examination.	do	do	do	do	
Normal school certificate.	do	do	do	10 years	See normal school life without examination.
Special certificates (kindergarten, ancient and modern languages, drawing, manual training, physical training, music, and commercial branches).	do	do	Branches specified.	5 years	Without reexamination.
Provisional certificates.	Same as county provisional certificates (which see).				
County certificates: First grade	County board of examiners.	County	Principal or teacher of any school.	5 years	Without reexamination if average 75 per cent.

[a] The system of certification of teachers in New Jersey is now being revised.
[b] Satisfactory evidence of efficiency and success as superintendent, supervising principal or principal of school employing 5 teachers or equivalent.

certificates in the various States—Continued.

NEW HAMPSHIRE—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	School board	School board	Examination in studies prescribed by law—physiology and hygiene with special reference to effects of alcoholic stimulants and of narcotics, humane treatment of lower animals, United States and New Hampshire Constitutions—and by school board for particular school or grade in which teacher desires to teach.

NEW JERSEY.

[N. J. School Laws, 1908 (includes rules and regulations of state board of education], pp. 2, 3, 9–11, 149–162

5 years[b]	State board of examiners.	State board of examiners.	Satisfactory examination in subjects required for second-grade state certificate.
2 years	do	do	Examination in subjects required for third grade state certificate, and in chemistry, science of education, manual training physical training, or alternatives.[c]
None (see scholarship requirements).			A diploma of a normal school whose course is equivalent to that of the New Jersey normal schools, or a permanent state certificate of any other State whose requirements are equivalent to a New Jersey state certificate may be indorsed, provided the other State grants reciprocal privileges. When original diploma or certificate is indorsed, it has same force and effect as if issued in New Jersey.
None	State board of examiners.	State board of examiners.	Examination in subjects required for first-grade county certificate, and in psychology, plane and solid geometry, literature, botany, free-hand drawing, or alternatives.[c]
2 years	do	do	Completion of former elementary normal school course and examination in physics, chemistry, literature, geometry, history of education, science of education, school laws of New Jersey, or alternatives.[c]
None, or 2 years (see scholarship requirements).			Completion of post-graduate course in a New Jersey state normal school, or completion of 3-year course in a New Jersey state normal school, and 2 years' successful experience after graduation.
None			Completion of 3-year course in a New Jersey state normal school.
do	State board of examiners.	State board of examiners.	Same as for special county certificates except (1) following additional subjects required, history of education and psychology; and (2) substitution of plane geometry for concrete or inventional geometry in examination for certificate in drawing, and addition of drawing for a certificate in manual training. County boards do not issue certificates in physical training.[c]
	do	do	
2 years	State superintendent.	County board of examiners.	Examination in subjects required for second grade, and in algebra, plane geometry, physics, general history, history of education, and free-hand drawing or alternatives therefor.[c]

[c] In any examination the diploma of a university or college authorized to confer degrees may be accepted in lieu of examination for those subjects which have been taken in a course approved by the state board of examiners. Correspondence courses may not be approved.

A minimum grade of 70 per cent is required for all certificates issued in the State.

A.—*Table showing the principal features of teachers'*

NEW JERSEY—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
County certificates—Cont'd.					
Second grade	County board of examiners.	County	Principal, with 1 or 2 assistants; teacher of primary or grammar grades.	3 years	(a)
Third grade	do	do	Teacher in ungraded school or primary department.	2 years	(c)
Professional certificates, first, second, and third grades.	do	do	Same as above for each grade.	Same as above for each grade.	Without reexamination.
Special certificates: Kindergarten and ancient or modern languages.	do	do	Subjects specified.	3 years	do
Manual training, drawing, and music.	do	do	do	do	do
Commercial branches.	do	do	do	do	do
Provisional certificate.	do	do	Grade specified	First day of month succeeding next examination.	Can not be renewed or extended.
City certificates (grades prescribed by city boards of examiners, including special and provisional).	City board of examiners.	City	As prescribed by city boards of examiners; can not be less than requirements for corresponding grades of county certificates.		
Permanent foreign evening school certificate.	State board of examiners.	State	Evening	Life	
Temporary foreign evening school certificate.	do	do	do	2 years	May not be renewed or extended.
Provisional foreign evening school certificate.	do	School named.	School named	First of month following next examination.	do
Prison school certificates.	Prison board of education.	State		Discretion of state board of education.	

a If average 75 per cent and pass examination in theory and practice and history of education, or in additional subjects required for first grade certificate.

b In any examination the diploma of a university or college authorized to confer degrees may be accepted in lieu of examination for those subjects which have been taken in a course approved by the state board of examiners. Correspondence courses may not be approved.

A minimum grade of 70 per cent is required for all certificates issued in the State.

certificates in the various States—Continued.

NEW JERSEY—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
1 year	State superintendent.	County board of examiners.	Examination in subjects required for a third grade certificate, and in composition, physiology, elementary algebra, school law of New Jersey, and bookkeeping.[b]
None	do	do	Examination in orthography, reading, penmanship, geography, arithmetic, grammar, composition, United States history, civics, temperance physiology, theory and practice of teaching.[b]
See scholarship requirements.	No examination required		Holder of first, second, or third grade county certificate with minimum average of 85 per cent and grade of 75 per cent. Must, in judgment of county superintendent after careful personal supervision and inspection, be a teacher of exceptional skill in organization, management, and advancement of a school. State superintendent must approve granting of certificate, which, when issued, will be accepted in lieu of an examination in any of the subjects covered.
None	State superintendent.	County board of examiners.	Diploma from a high school or any teacher's certificate, which is valid in New Jersey or which has been in force within one year, and examination in theory and practice of teaching, school law of New Jersey, subject to be taught, and, for kindergarten certificate, drawing.
do	do	do	Examination in school law, subjects to be taught, and, for drawing certificate, concrete or inventional geometry.
do	do	do	Examination in school law, bookkeeping, commercial arithmetic, stenography, theory and practice of teaching, and business practice.
Depends upon grade taught.	County board of examiners.	do	
	City board of examiners.	City board of examiners.	Requirements may not be less than those for county certificates. Certificate of graduation from a city normal or training school may be accepted as a certificate to teach if the course of study is approved by the state board of examiners.
1 year in evening schools.	State board of examiners.	State board of examiners.	Examination in subjects required for a temporary certificate and in naturalization laws of United States, immigration laws of United States, election laws of New Jersey, general criminal laws of New Jersey, form of government of New Jersey, and form of government of municipalities.
None	do	do	Examination in English language, United States history, Constitutions of United States and of New Jersey, and civil government.
do			At discretion of state board of examiners.
do	State board of examiners.	State board of examiners.	Examination in penmanship, orthography, English, and reading.

[c] Two times if average 75 per cent and pass examination in theory and practice and school law, or in additional subjects required for second grade county certificate.

A.—*Table showing the principal features of teachers'*

NEW MEXICO.

[Acts of 1907, chap. 97, p. 224, and Regulations of Territorial Board of Education in Report of Supt. of Public Instruction for biennium ending June 10, 1908, pp. 21–29.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Professional: Life certificate	Territorial board of education.	Territory	Any	Life	
5-year certificate	do	do	do	5 years	3 years if holder did not previously hold a professional 3-year certificate (which see).
3-year certificate	do	do	do	3 years	Granted 5-year certificate upon completion of 3 years' experience.
Temporary permits	State superintendent.	do	do	Until next examination.	Nonrenewable.
First-grade certificate.	Territorial board of education.	Territory	Any	3 years	County superintendent may renew once without examination if approved by Territorial superintendent.
Second-grade certificate.	do	do	do	2 years	Nonrenewable.
Third-grade certificate.	do	do	do	1 year	do
Temporary permits.	County superintendent.	County	do	Until next examination.	Not twice in succession to same person.
City certificates.[c]					

[a] Honorary life certificates are granted in recognition of scholarship and long and efficient service in New Mexico public schools, and to persons unable to furnish transcripts of college records.

[c] City certificates may be issued by city board of education. "Each city is a law unto itself in the matter of certificating its teachers, but certificates issued by a city board are legal only in the city where issued."

certificates in the various States—Continued.

NEW MEXICO.

[Acts of 1907, chap. 97, p. 224, and Regulations of Territorial Board of Education in Report of Supt. of Public Instruction for biennium ending June 10, 1908, pp. 21–29.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
5 years	State superintendent when examination is required.	State superintendent when examination is required (see last column, No. 2).	(1) Life certificate of another State acceptable to territorial board of education, or (2) examination in subjects constituting four credits in group II additional to those required for 5-year certificate and all in group I (see below, 5-year certificate), or (3) satisfactory credits in these subjects.[a]
None if sufficient credits are presented in observation and practice. (See scholarship requirements.)	do	do	(1) Certificate of another State acceptable to territorial board of education, or (2) examination in subjects constituting four credits in group II and all in group I,[b] or (3) satisfactory credits in these subjects, or (4) holder of 3-year professional certificate with 3 years' experience.
do	do	do	(1) Certificate of another State acceptable to territorial board of education, (2) examination in subjects constituting four credits in group II and all in group I except last two (substitutions allowed in any subject except the five subjects immediately preceding these last two), or (3) satisfactory credits in these subjects.
None			Holder of credentials deemed sufficient to meet the requirements of the law.
None	Territorial superintendent, when examination is necessary.	Territorial superintendent, when examination is necessary. (See scholarship requirements.)	(1) Indorsement by territorial board of unexpired certificate of other States; (2) completion specified courses in specified schools, including graduation from full course at St. Michael's College; (3) presentation of credits in subjects required; or (4) examination in subjects required for second-grade certificate, and, in addition, civil government, elements of pedagogy (more advanced), applied psychology, and one of following: Algebra, botany, zoology, physics, or bookkeeping, with a minimum average of 90 per cent and grade of 70 per cent.
do	do	do	(2) or (3), as above, or examination in subjects required for third-grade certificate, and, in addition, United States history and elementary course in teaching and school management, with an average of 75 per cent and a minimum grade of 50 per cent.
do	do	do	(2) or (3), as above, under first grade or examination in reading, penmanship, orthography, English grammar and composition, geography, physiology, and arithmetic. Percentages not named—lower than required for second grade.
do			As in temporary permit issued by Territorial superintendent.

[b] *Group I.*—Arithmetic review (1), geometry (1), zoology (½), algebra (1), English grammar review (1), composition and rhetoric (1), history of English literature and English and American classics (2), United States history (½), civics (½), general history (1), physiology and hygiene (½), botany (½), physical geography (½), psychology (1), history of education, including a general knowledge of the following school systems: The German, the French, the United States, and the New Mexico [sic] (½), school management (½), general method (½), special method in reading, geography, language, spelling, and primary arithmetic (1), observation (½), practice (1). Substitutions are allowed for any subject except the seven last named, twenty-seven months' teaching being considered the equivalent of the last two.

Group II.—Latin (2, 3, or 4), Spanish (2), German (2), Greek (2), trigonometry (½), sociology (½), ethics (½), geology (½), astronomy (½), commercial law (½), English history (½), chemistry (1), bookkeeping (½), physics (1), calculus (½). Substitutions are allowed for any credit in this group. Grades must accompany all applications for acceptance of credits.

A.—*Table showing the principal features of teachers'*

NEW YORK.

[Laws of N. Y., 1910, ch. 140, being ch. 10 of the Consolidated Laws, secs. 551–555. Handbook 7, September, 1909. Regulations relating to teachers' certificates.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
College graduate professional certificate.	Commissioner of education.	State	Any	Life	
College graduate professional provisional certificate.	do	do	do	3 years	Nonrenewable.
College graduate certificate:					
Permanent	do	do	do	Life	
Limited	do	do	Any except primary or grammar grades.	2 years	1 year; upon passing examination in psychology, history of education, principles of education, and methods.
Normal diplomas	Commissioner of education, chairman and secretary of local board, and principal of normal school.	do	Any	Life	
State life certificate.	Commissioner of education.	do	do	do	
State limited certificate.	do	do	do	5 years	Nonrenewable; if remaining 5 subjects are passed in one examination life certificate will be issued.
Special certificate: Without examination (in elocution, sewing, cooking, manual training, vocal music).	do	State (subject to ch. 140, sec. 551, Laws, 1910).	Subjects named	3 years	5-year periods after 2 years' experience.
Upon examination (in kindergarten, drawing, commercial branches, stenography).	do	do	do	do	do

certificates in the various States—Continued.

NEW YORK.

[Laws of N. Y., 1910, ch. 140, being ch. 10 of the Consolidated Laws, secs. 551-555. Handbook 7, September 1909. Regulations relating to teachers' certificates.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
3 years under provisional college graduate professional certificate	No examination required		Holder of a college graduate professional provisional certificate.
None	do		Graduation from an approved college course including education.
3 years under limited college graduate certificate.	do		
None	do		Graduation from an approved college.
None; 600 periods of practice teaching and observation.	do		Diploma from a New York state normal school or New York state normal college.
2 years	Commissioner of education.	Commissioner of education.	Examination in subjects required for elementary certificate with a minimum grade of 75 per cent, 8 subjects, and examination in following subjects: Group II, with an average of 75 per cent and minimum grade of 60 per cent, composition, English, and American literature, a foreign language (French, German, Spanish, Latin [Caesar]), plane geometry, physics, chemistry, botany or zoology, physical geography, history (ancient, European, or Great Britain and Ireland), civics, bookkeeping, drawing, history of education, principles of education, methods and school management, school law.
do	do	do	Examination in all of Groups I and II required for state life certificate and in following of Group III: Physics, civics, drawing, and 10 additional counts.
None; applicant must satisfy commissioner he is qualified to teach the subject.			Graduation from approved high school or equivalent and from approved professional institution wherein the course of study in special subjects has been completed. Request from a city or district superintendent after position has been assured candidate.
do	Commissioner of education.	Commissioner of education.	Same as above, and in addition examination as follows: (1) For kindergarten certificate, training-school examination in history of education, psychology, principles of education, school management, primary methods, kindergarten methods; (2) for drawing certificate, in drawing; (3) for commercial certificate, in advanced bookkeeping, business arithmetic; (4, for stenographer's certificate, in stenography and typewriting

A.—*Table showing the principal features of teachers'*

NEW YORK—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Training school certificate.	Commissioner of education.	State.....	Any elementary school.	3 years.....	10-year periods on evidence of 2 years' successful experience.
Training class certificate.	School commissioner.	School commissioner's district; must be indorsed by any other commissioner, unless he can give valid reason for refusing.	Any school not maintaining an academic department. After 3 years' experience may teach in subacademic grades of school maintaining an academic department, provided holder entered training class on academic diploma.	.....do.....	5-year periods on evidence of 2 years' successful experience.
Rural school renewable certificate.	.....do.....	.....do.....	Any school not maintaining an academic department.	10 years.....	10 years, on evidence of 5 years' successful experience.
First-grade certificate (will not be issued after Jan. 1, 1911).	School commissioner or city superintendent.	School commissioner, district or city. Indorsed as above by commissioner or superintendent, except in certain cities, under special acts.	Any elementary school.	.....do.....	10-year periods, on evidence of 5 years' successful experience.
Academic certificate.	School commissioner.	Particular school approved by school commissioner not maintaining an academic department.		2 years.....	Nonrenewable. May be extended 1 year for each 18 counts earned in examinations while certificate is in force toward a life certificate.
Elementary certificate.	.....do.....	.....do.....		.....do.....	May be extended 1 year for each 8 counts of academic work completed while in force.

certificates in the various States—Continued.

NEW YORK—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
Same as for normal diploma.	Commissioner of education.	Commissioner of education.	Graduation from a 4-year academic course required for admission to training school. Graduation from the 2-year professional course of training school and examination in arithmetic; geography; language, composition, and grammar; physiology and hygiene; nature study; American history, with civics; drawing; methods in reading, writing, and spelling; psychology; history of education; and school management.
None; in training class have had opportunity to observe work of critic teacher in grades at least twice each week and have been required to teach occasionally.	do	do	Examination in subjects required for a rural school renewable certificate, except omission of algebra and one branch of history other than American; substitution of language, composition and grammar, including methods in same, for first-year English, and of methods in reading, writing, and spelling for methods in teaching. In addition, examination is required in psychology, and the questions in arithmetic and geography include questions in methods in those subjects.
2 years	do	do	Examination in penmanship; spelling; arithmetic; geography; first-year English; algebra; physiology and hygiene; nature study and agriculture; drawing; American history with civics; either ancient, European, or English and Irish history; history of education; school management; methods of teaching; and school law.
do	do	do	Examination in subjects required for elementary certificate and, in addition, in algebra, physics, civics, bookkeeping, history of education, school management, school law, and either ancient or European history, or history of Great Britain and Ireland. Minimum grade, 75 per cent.
None	do	do	Holder of a regents' academic diploma. Issued only after engagement to teach has been made.
do	do	do	Examination in writing, spelling, arithmetic, geography, elementary United States history with civics, first-year English, physiology and hygiene, drawing Minimum grade of 75 per cent. Issued only after engagement to teach has been made.

A.—*Table showing the principal features of teachers'*

NEW YORK—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Temporary license.	Commissioner of education.	School commissioners' district, school district, or city.	Any	Not to exceed 1 year.	Nonrenewable.
School certificates.[a]					

NORTH CAROLINA.

[Public School Law of N. C., 1909, pp. 67-68.]

State certificate	State board of examiners.	State	Any	5 years	Upon reexamination.
High-school certificate.	do	do	do	3 years	do
Special high-school certificate (for assistant teachers).	do	do	Branches named	do	do
County certificates. first, second, and third grades.	County superintendent.	County	Any elementary school; third grade as assistant teacher only.	2, 1, and 1 year.	First grade at discretion of county superintendent; second and third grade can be renewed upon reexamination.

[a] Local certificates are issued according to authority conferred in special acts or in city charters or as may be authorized by the regents' general rules.

certificates in the various States—Continued.

NEW YORK—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	No examination required		Issued at discretion of commissioner of education to meet emergencies.

NORTH CAROLINA.

[Public School Law of N. C., 1909, pp. 67-68.]

1 year	State board of examiners.	State board of examiners.	Certificate of county superintendent that applicant holds a first-grade certificate and has taught 1 year successfully. Examination in same subjects as required for county certificate. Minimum general average, 90 per cent.
None	do	do	(1) Graduation from college of high rank and examination in English, theory and practice of teaching, and school law. (2) Examination in above subjects and also in history (State, national, including civics, English, and general); advanced arithmetic; algebra; geometry; one of following languages—Latin (Cæsar, Cicero, Virgil), Greek (Anabasis), French, or German; and one of the following sciences—physical geography, physics, agriculture, chemistry, or botany.
do	do	do	Examination in subjects under above and in such branches as applicant desires to teach.
do	County superintendent (state board prepares uniform examination questions which county superintendent may obtain upon application).	County superintendent.	Examination in spelling, reading, writing, arithmetic, drawing, language lessons and composition, grammar, geography, history of North Carolina, United States history, agriculture, physiology and hygiene, including nature and effects of alcoholic drinks and narcotics, and theory and practice of teaching. Minimum averages as follows: First grade, 90 per cent; second grade, 80 per cent; third grade, 70 per cent.

A.—*Table showing the principal features of teachers'*

NORTH DAKOTA.

[Laws of N. Dak., 1905, Ch. 107; 1909, Ch. 96. General School Laws, 1909, pp. 77–83.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Life professional certificate.	State superintendent.	State	Any	Life	
Do	do	do	do	do	
State certificate: First-class	do	do	do	5 years	Satisfactory evidence of continuous successful experience and professional spirit.
Second-class	do	do	do	3 years	do
Special certificate (for music, drawing, kindergarten, primary subjects, manual industrial training, domestic science, nature study, or elementary agriculture).	do	do	Subjects named	do	do
First-grade county certificate.	do	County (may be indorsed by other county superintendents).	Any	do	(1) 2 months' teaching under certificate, (2) 6 weeks' attendance at a teachers' training school, or 2 years' reading circle work. Subsequent renewals dependent upon attendance at training school.
Second-grade county certificate.	do	do	do	2 years	do
Temporary license.	County superintendent.	County	do	Until next examination.	Nonrenewable.

[a] Nine months, if applicant have a diploma from the normal college of state university or a North Dakota normal school, which is equivalent to a state certificate of the second class.

certificates in the various States—Continued.

NORTH DAKOTA.

[Laws of N. Dak., 1905, Ch. 107; 1909, Ch. 96. General School Laws, 1909, pp. 77–83.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
5 years	State superintendent.	State superintendent.	Examinations in all branches taught in common and high schools of State, with pedagogics and such other branches as state superintendent may direct; or possession of degrees in liberal arts granted by approved college or university.
3 years	No examination required		Graduation from normal college of the University of North Dakota or from a state normal school.
18 months [a]	State superintendent.	State superintendent.	Graduation from normal college of state university or an approved normal school or college. State superintendent may examine in his discretion.
None	do	do	Graduation from an approved normal school, or a North Dakota college or university, with one year study of pedagogics. State superintendent may examine in his discretion.
do	do	do	Determined by state superintendent (no examination required of graduates of state normal and industrial schools, to teach manual and industrial training).
12 months	do	do	Examination in branches of common English education, reading, writing, orthography, language lessons and English grammar, geography, United States history, civil government, physiology and hygiene, physical culture, and theory and practice of teaching; and in addition, physical geography, physics, psychology, algebra, and geometry. Minimum average, 85; minimum grade, 75.
None	do	do	Same as first grade, excepting the last 5 branches. Minimum average, 80; minimum grade, 70.
do	do	do	Satisfactory evidence of qualification.

A.—Table showing the principal features of teachers'

OHIO.

[Ohio School Laws, 1906, pp. 167-179. Sess. Laws 1908, pp. 350-353, and 1910, pp. 305-306, 317-319.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
High-school life certificate: Plan I	State board of school examiners.	State	Any	Life	
Plan II	do	do	do	do	
Common-school life certificate: Plan I	do	do	Any for branches named.	do	
Plan II	do	do	do	do	
Special life certificate: Plan I	do	do	do	do	
Plan II	do	do	do	do	
Provisional high-school certificate.	State commissioner.	do	Any	4 years	Eligible after 24 months' experience for high-school life certificate.

a Examination for any kind of a certificate issued by the state board requires a minimum average of 85 per cent and a minimum grade of 80 per cent.

certificates in the various States—Continued.

OHIO.

[Ohio School Laws, 1906, pp. 167–179. Sess. Laws 1908, pp. 350–353, and 1910, pp. 305–306, 317–319.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
50 months	State board of school examiners.	State board of school examiners.	Examination in subjects required for common-school life certificate and, in addition, in geometry, rhetoric, civil government, advanced algebra, advanced physics, Latin, psychology, history of education, science of education, and three of following: Chemistry, botany, zoology, astronomy, trigonometry and its applications, logic, Greek, German, and political economy.[a]
(1) 24 months for holder of provisional certificate of same kind issued to college and normal-school graduates by state commissioner. (2) 10 years for holder of professional certificate of same grade issued by a city or county board of examiners.	do	do	(1) Holder of provisional high-school certificate issued by state commissioner and examination in theory and practice of teaching, history of education, and science of education.[a] (2) Holder of professional high-school certificate issued by county board of examiners and examinations in same subjects.
50 months	do	do	Examination in orthography, reading, writing, arithmetic, elementary algebra, geography, physical geography, English grammar and composition, United States history including civil government, general history, English literature, physiology and hygiene, including effects of alcohol and narcotics, elementary physics, theory and practice of teaching, scientific temperance, and such other branches, if any, as they may elect.[a]
Same as "high-school life without examination."	do	do	(1) Holder of provisional elementary-school certificate issued by state commissioner and examination in theory and practice.[a] (2) Holder of professional elementary certificate issued by county board and examination in theory and practice.
50 months	do	do	Examination in special branches in which certificate is desired and in physiology and hygiene, including effects of alcohol and narcotics, psychology, theory and practice, history of education, and science of education as prescribed for high-school life certificates.[a]
do	do	do	(1) Holder of provisional special certificate issued by state commissioner and examination in theory and practice and in special branch. (2) Holder of professional special certificate issued by county board and examination in same subject.
None	State department.	State department.	Graduation from any approved normal school, teachers' college, college, or university in a four years' academic and professional course requiring for entrance graduation from a high school of first grade and including actual secondary teaching under supervision in a training school. Examination in same subjects as for teacher's high-school certificate.[a]

A.—*Table showing the principal features of teachers'*

OHIO—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Provisional elementary-school certificate.	State commissioner.	State	Any for branches named.	4 years	Same, except common-school life certificate.
Provisional special certificate.	do	do	do	do	Same, except special life certificate.
Teachers' high-school certificate:					
Professional	County or city board of school examiners.	State certificates issued by city board, valid in cities only.	High schools	5 or 8 years	Without examination, unless holder has not taught during 4 years preceding.
Provisional[b]	do	County[b]	do	1, 2, or 3 years.	(c)
Teachers' elementary school certificate:					
Professional	do	State. (See professional high-school certificate.)	Elementary schools.	5 or 8 years	Same as professional high-school certificate.
Provisional[b]	do	County[b]	do	1, 2, or 3 years.	(c)
Teachers' special certificate:					
Professional	do	State. (See professional high-school certificate.)	Branches named	5 or 8 years	Same as professional high school.
Provisional[b]	do	County[b]	do	1, 2, or 3 years.	Same as provisional elementary.
Temporary certificates.	do	County or city.	As designated	Until next examination.	Nonrenewable.

[a] Examination for any kind of a certificate issued by the state board requires a minimum average of 85 per cent and a minimum grade of 80 per cent.

[b] County and city boards of examiners may issue certificates without examination to holders of like certificates granted by other county and city boards of examiners.

certificates in the various States—Continued.

OHIO—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	State department.	State department.	Graduation from a 2-year academic and professional course in approved normal school, college, or university based on graduation from high school of first grade, including practice teaching under supervision and examination in same subjects as for teacher's elementary-school certificate.
do	do	do	Completion of special course in institutions named above, including practice teaching and examination in same subjects as for teacher's special certificate.[a]
40 months; does not apply to city certificates.	State superintendent.	County board of examiners.	Examination in literature, general history, algebra, physics, physiology including narcotics, theory and practice of teaching, and four of following: Latin, German, rhetoric, civil government, geometry, physical geography, botany, and chemistry. Minimum average, 92 per cent; minimum grade, 85 per cent. These standings do not apply to city certificates.
None	do	do	Examination in same subjects; average and grade required not stipulated.[d]
40 months	do	do	Examination in orthography, reading, writing, arithmetic, English grammar and composition, geography, history of United States, including civil government, physiology including narcotics, literature, theory and practice of teaching. Minimum average, 92 per cent; minimum grade, 85 per cent. These standings do not apply to city certificates.
None	do	do	Examination in same subjects; standings not stipulated.[d]
40 months	do	do	Examination in subjects to be taught and in theory and practice of teaching with a minimum average of 92 per cent and grade of 85 per cent. These standings do not apply to city certificates.
None	do	do	Same examination; no standings stipulated.
do	County examiners when examination is required.	County board of examiners when examination is required.	Examination at discretion of county board of examiners.

[c] Discretion of board. If holder has taught 5 years continuously renewable by passing examination in theory and practice.

[d] County boards of examiners may issue provisional certificates without examination (except in theory and practice and science of education) to graduates of schools for training of teachers having a two-year course who have also previously graduated from a first-grade high school.

A.—*Table showing the principal features of teachers'*

OKLAHOMA.

[Laws and Opinions for the Regulation and Support of the Common Schools, 1908, Articles III and XXV; 1910, Article XV. Oklahoma Educational Directory and Requirements for State Certificates, pp. 101–105. Biennial Report of the Department of Public Instruction, 1908, pp. 134–146.]

Name of certificate.	Issued by	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Life diploma[a]	State board of education.	State	Any	Life	
Superintendent's certificate.	do	do	Superintend or teach any school.	Life, 10, or 5 years.	Nonrenewable.
High-school certificate.	do	do	Any high school	Life, 10, or 5 years (see last column).	do
Grammar school certificate.	do	do	First to eighth grade, inclusive.	Life	do

[a] Diplomas from educational institutions constitute certificates, as follows:
(*a*) From state normal school, life certificate good for any school; (*b*) from State University (at Norman), life certificate when countersigned by state superintendent; may be countersigned upon expiration of 14 months' teaching after graduation. Two years pedagogy and practice teaching accepted in lieu of experience; (*c*) from Colored Agricultural and Normal University, 5-year certificate; (*d*) from Oklahoma Agricultural and Mechanical College, permanent certificate of grade must be granted by state superintendent.

certificates in the various States—Continued.

OKLAHOMA.

[Laws and Opinions for the Regulation and Support of the Common Schools, 1908, Articles III and XXV; 1910, Article XV. Oklahoma Educational Directory and Requirements for State Certificates, pp. 101-105. Biennial Report of the Department of Public Instruction, 1908, pp. 134-146.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
10 years			Issued only to university or college graduates who are teachers of exceptionally successful experience, to superintendents, presidents of institutions of learning, and to others of eminent standing, who present the qualifications for high school or grammar certificates.
10 years, 5 years, or 1 year.	State board of education.	State board of education.	Examination in arithmetic, elementary algebra, agriculture, bookkeeping, composition and rhetoric, civics, domestic science, drawing, geography, physical geography, English grammar, history of education, United States history, history of Oklahoma, general history, English literature, music, narcotics and stimulants, orthography, penmanship, physiology and hygiene, physics, psychology, reading, school law, school supervision, and theory and practice, with an average of 90 per cent and minimum of 70 per cent.
One year for 5-½ year certificate, or 1 year's work, 10 hours per week, in pedagogy, one-third of time in actual teaching in training school; for 10-year certificate, 5 years; for life certificate, 10 years.	do	do	Examination in subjects required for a grammar-school certificate, and in addition, one branch each of Groups I, IV, V, VI, and VII and two of Groups II and III: *Group I.*—Astronomy, calculus, plane, solid, and spherical geometry, plane and spherical trigonometry. *Group II.*—Advanced agriculture, botany, chemistry, geology, mineralogy, zoology. *Group III.*—Ancient history, mediæval history, English history, modern history, economic history, logic or ethics, political economy, sociology. *Group IV.*—Oklahoma school law, philosophy of education, primary teaching, kindergarten training, school supervision. *Group V.*—Two years' work in French, Greek, German, Latin, or Spanish. *Group VI.*—English novelists, English essays, English drama, history of English language, rhetoric (advanced). *Group VII.*—Mechanical drawing, domestic art, elocution, history of art, military science, physical culture, manual training. *Grading.*—For life certificate average of 90 per cent, minimum 80 per cent; for 10-year certificate average of 85 per cent, minimum 75 per cent; for 5-year certificate average of 80 per cent, minimum 70 per cent.
Same, except alternative of pedagogy course is omitted. (See last column.)	do	do	Holder of first-grade county certificate or graduate of a reputable college and examination in subjects required for superintendents certificate, except history of education, psychology, school law and school supervision. *Grading.*—As in high-school certificate above.

A.—*Table showing the principal features of teachers'*

OKLAHOMA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Primary certificate.	State board of education.	State	First to fourth grade, inclusive.	Life	Nonrenewable.
Kindergarten certificate.	do	do	Kindergarten	do	do
Special certificate (drawing, manual training, physical culture, ancient and modern languages, English history and civics, mathematics, science, music, commercial, technical, and industrial subjects).	do	do	Branches and grades named.	do	do
Elementary certificates (first, second, and third grade).	do	do	Elementary grades	Same as corresponding grade of county certificates.	
County certificates:					
First grade	County board of examiners.	State indorsement compulsory.	Any	3 years	For original period if holder has attended 75 per cent of sessions of institutes and has taught 3 months each year and has average of 75 per cent.
Second grade	do	County and adjoining counties.	do	2 years	do
Third grade	do	County	do	1 year	Not more than two to same person.
Temporary certificate.	County superintendent.	District designated.		Until next examination.	Not given a second time.

certificates in the various States—Continued.

OKLAHOMA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
Same as for grammar certificate.	State board of education.	State board of education.	Holder of first-grade county certificate or graduate of a reputable college who by examination shows familiarity with the methods of teaching the following: Music, numbers, nature study, drawing, reading, language, penmanship, physiology, hygiene, narcotics and stimulants, agriculture, geography, history, domestic science; also how to originate busy work and industrial occupations. *Grading.*—As in high-school certificate above.
.....do.	Not granted on examination.....		Graduation from the kindergarten training department of Oklahoma state normal schools and other schools on accredited list.
Satisfactory standing as a teacher.	.....	.....	Applicant must satisfy board as to his scholarly attainments. "Candidates for a special high-school certificate must be a graduate of a reputable college and have had not less than eight years of high-school and college work and must also have had not less than three years of special advanced training in subjects for which certificate is desired, including not less than half a year of post-graduate work in some accredited university;" however, as an equivalent, board may consider any evidence of scholarship, education, experience, training, travel, or culture that may be offered.
Same as first, second, and third grade county certificates.	State board of education.	State board of education.	Same as corresponding grades of county certificates.
12 months	State board of education.	Board of county examiners.	Examination in subjects required for second grade and, in addition, bookkeeping and the elements of natural philosophy, with an average of 90 per cent and minimum of 70 per cent.
3 months	.....do	.....do	Examination in subjects required for third grade and, in addition, civics, with an average of 80 per cent and a minimum of 60 per cent.
None	.....do	.....do	Examination in orthography, reading, writing, English grammar, composition, geography, arithmetic, United States history, physiology and hygiene, theory and practice of teaching, agriculture, domestic science, drawing, music, and history of Oklahoma, with an average of 70 per cent and a minimum of 50 per cent.
.....do	No examination required		Upon request of district; fitness determined by examination. Applicant must not have failed at any regular examination.

A.—*Table showing the principal features of teachers'*

OREGON.

[Oreg. School Laws, 1909, compiled and annotated by J. H. Ackerman, pp. 5–8, 21–26, 108.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
State diploma	State board of education.	State	Any	Life	
State certificate	do	do	do	5 years	Nonrenewable
Special certificate. (See last column for subjects.)	do	School district.	Any; subject named.	Life	
Permit	do	State	Any	1 year	Nonrenewable
First-grade certificate.	Board of county examiners.	County; valid in any other county when indorsed by county superintendent.	do	3 years	Only upon reexamination
Second-grade certificate.	do	County	do	2 years	Nonrenewable; not more than one to same person unless not sufficient experience for first-grade certificate.
Third-grade certificate.	do	do	do	1 year	do
Primary certificate.	do	do	Not above third grade, except as assistant teacher in graded schools.	3 years	Only upon reexamination.
Temporary permit.	County superintendent.	do	Any	Until next examination.	Only 2 to each person in same county.

[a] Graduates of colleges and universities and of the Oregon state normal school "are entitled to teach in any high school" upon registration of diploma with county superintendent.—School Laws, 1909, p. 108.

certificates in the various States—Continued.

OREGON.

[Oreg. School Laws, 1909, compiled and annotated by J. H. Ackerman, pp. 5-8, 21-26, 108.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
60 months, 15 in State; graduates from state and equivalent normal schools in Oregon and from colleges in State whose courses include 5 years beyond eighth grade "may apply" upon completion of 30 months' experience after graduation.[a]	State board of examiners.	State board of examiners.	Examination in subjects required for state certificate, and, in addition, botany, plane geometry, and general history, with average of 85 per cent and minimum of 70 per cent. Sixty per cent of questions based upon text-books adopted by State; those in theory and practice upon texts announced one year previous.
(1) 30 months, 9 in State; indorsement by county superintendent of 3 years' work immediately preceding, unless requirement is waived by board. (2) None if graduate of one of above schools.[a]	do	do	Examination in subjects required for first-grade certificate and, in addition, algebra, bookkeeping, composition, physical geography, physics, psychology, and English literature, with average of 85 per cent and minimum of 70 per cent. Questions based upon state texts as above.
None	No examination required		Upon request of local board of directors board may issue at its discretion without examination to teachers of music, foreign languages, drawing and painting, manual training, and penmanship. Applicant must present to state board credentials showing special training for subject he wishes to teach or evidence of more than one year of successful teaching in said subject.
See scholarship requirements.	do		Holder of diploma or certificate issued by another State "of the grade and kind equivalent to a state certificate" (secured through examination), but who has not had requisite experience for a state certificate in Oregon.
12 months	State board of education.	Board of county examiners.	Examination in subjects required for a second-grade certificate and, in addition, English literature and physical geography, with average of 90 per cent and minimum of 70 per cent. Questions based on state texts as above.
3 months	do	do	Examination in orthography, reading, writing, written arithmetic, English grammar, geography, United States history, theory of teaching, physiology and hygiene, civil government, and Oregon school law, with average of 80 per cent and minimum of 60 per cent.
None	do	do	Examination in same subjects as for second grade, with minimum average of 75 per cent and grade of 60 per cent.
12 months	do	do	Examination in reading, writing, orthography, arithmetic, physiology, language, geography, and theory and practice of teaching, with average of 85 per cent and minimum of 70 per cent.
None	County superintendent, when necessary. (See last column.)	County superintendent, when necessary. (See last column.)	(1) Holder of a certificate of another county or another State, or (2) an examination equivalent to that required for a third-grade certificate. Can not be issued to person who failed at last regular examination.

A.—*Table showing the principal features of teachers'*

PENNSYLVANIA.

[The Common-School Laws of Pa., 1909, pp. 76, 124, 129-130, 133-135, 137-138, 153.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
State teachers' permanent certificate (college).	State superintendent.	State	Any	Life	
Practical teacher's state certificate.	Board of normal-school principals.	do	Any school in branches named.	do	
Master's normal diploma.	do	do	do	do	
Normal elementary certificate.	do	do	do	2 annual school terms; not necessarily consecutive.	Nonrenewable.
Permanent certificate.	State superintendent.	County, city, or borough named.[a]	do	Life[a]	
Professional certificate.	County, city, or borough superintendent.	do	do	1 year beyond official term of officer issuing certificate.	
Provisional certificate.	do	do	do	1 year	Upon reexamination.
Special certificate	County, city, or borough superintendent, when approved by state superintendent.	do	Branches named	Not specified	Not specified

[a] A permanent certificate is valid in any other county, city, or borough for one year. If at the end of that time it is indorsed by the superintendent of that county, city, or borough it has full force and effect of permanent certificate in the new territory.

certificates in the various States—Continued.

PENNSYLVANIA.

[The Common-School Laws of Pa , 1909, pp. 76, 124, 129-130, 133-135, 137-138, 153.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
3 full annual terms in Pennsylvania.	No examination required		Graduation from a literary or scientific college legally empowered to confer the bachelor's and master's degrees and having a course of 4 years.
do	Board of normal-school principals.	Board of normal-school principals.	Same examination as required of graduates of normal schools for master's normal diploma; other subjects may be added to certificate. Original thesis on professional subject, not less than 6 folio pages.
2 years' teaching after graduation.	do	do	Credentials warranting credit in "practice of teaching."
None	do	do	Examination required by board of normal-school principals, covering all subjects in the normal-school course or their equivalents.
3 years under one board which certifies to success. County superintendent must countersign certificate.	Examining committee of 3 appointed by state superintendent.	Examining committee of 3 appointed by state superintendent.	Holder of professional certificate. Examination must be satisfactory to committee and to state superintendent, to whom questions and answers must be forwarded. Applicant must be examined in subjects required for a professional certificate, and may be examined in such other subjects as he desires.
Successful experience. No definite minimum.	County, city, or borough superintendent.	County, city, or borough superintendent.	Thorough knowledge of branches named for provisional certificate.
Little or no experience.	do	do	Fair knowledge of orthography, reading, writing, geography, grammar, mental and written arithmetic, United States history, and theory of teaching.
None	No examination required		None specified.

A.—*Table showing the principal features of teachers'*

RHODE ISLAND.

[Laws of R. I., relating to education, 1910, chap. 68, p. 25. R. I. Education Circulars, Examination and Certification of Teachers, June 30 and July 1, 1910.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
First-grade certificate:					
Upon examination.	State board of education.	State	Any. Each local board makes its own regulations regarding grade of certificate for its own schools.	3 years	6 years first and second time; third time may be permanent.
Without examination.	do	do	do	do	do
Second-grade certificate:					
Upon examination.	do	do	do	2 years	4 years first time; 9 years second time; third time may be permanent.
Without examination.	do	do	do	do	do
Third-grade certificate:					
Upon examination.	do	do	do	do	4 years first time; 6 years second time.
Without examination.	do	do	do	do	do
Fourth-grade certificate.	do	do	do	do	Renewable only as a fourth-grade evening school for 4 years.
Temporary certificate.	do	do	do	1 year or until next examination.	Nonrenewable.
Evening-school certificate:					
First grade	do	do	Evening schools	3 years	Same as for same grade of regular certificate, except no permanent certificates.
Third grade	do	do	do	2 years	
Fourth grade	do	do	do		
Special certificates ("any special branch," including kindergarten).	do	do	Subjects named	2 years	Same as for second grade.
Conditional certificates.	do	do	Same as for first grade.	Same as temporary.	Nonrenewable.

certificates in the various States—Continued.

RHODE ISLAND.

[Laws of R. I., relating to education, 1910, chap. 68, p. 25. R. I. Education Circulars, Examination and Certification of Teachers, June 30 and July 1, 1910.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None under regular rules. Sometimes required in special cases not under an ordinary rule.	State board of education.	State board of education.	Must have held a second-grade certificate and have passed examination for the same, and in addition examination in the following subjects: Solid and spherical geometry, trigonometry, geology and mineralogy, chemistry, history of mediæval and modern Europe, Latin or French, advanced algebra or analytical geometry, physics, political and constitutional history of the United States or English history, botany or zoology, Greek or German, history of education, educational psychology, philosophy of education, methodology, school management, and school law. Certification of completion of requirements in any subject in an approved institution may be accepted.
do			Graduation from approved university or college, and satisfactory course in professional subjects or 5 years' successful experience.
do	State board of education.	State board of education.	Must have held a third-grade certificate or have passed examination for the same, and in addition examination in the following subjects: Algebra, plane geometry, elements of physics, elements of chemistry, botany or zoology, rhetoric, English literature, civics, political and constitutional history of United States or Greek history to death of Alexander, commercial geography or Roman history to the death of Marcus Aurelius, and in professional subjects required for first-grade certificate. College work accepted as above.
do			Graduation from an approved normal school.
do	State board of education.	State board of education.	Issued mainly upon examination in arithmetic, language, geography, history, physiology, reading, spelling, penmanship, methods, school management, and school law.
do			Graduation from normal schools not quite up to the standard for second grade. Also upon long and successful experience, with work in summer schools and the like.
do	State board of education.	State board of education.	Simple examination in the same subjects as for the third grade, except professional subjects.
Successful experience.	No examination required		College graduation without qualification in professional subjects or successful experience. Also issued at times "in exceptional cases."
None	State board of education.	State board of education.	Graduates of approved colleges and universities.
do			Same conditions as for third grade, except professional subjects not required.
			Issued only as a renewal of a fourth-grade certificate.
None	No examination required		Upon presentation of satisfactory evidence of preparation in specialty. Kindergarten certificates may be made valid for first and second grades.
do	State board of education.	State board of education.	Granted to candidates who fail to pass in one or two subjects, but whose general average is good.

A.—*Table showing the principal features of teachers'*

SOUTH CAROLINA.

[General School Law of S. C. (containing regulations of state board of education), 1909, pp. 19–23, 57–63.]

Name of certificate.	Issued by	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
State certificate	Governor and state superintendent, confirmed by state board of education.	State	Any	2 years	Optional
Licentiate of Instruction diploma.	Governing board of institution.	do	do	do	do
County certificate (first, second, and third grade).	County board of education.	County; registration in any other county permitted.	do	do	First and second grade at option of board if institutes attended; third grade can not be renewed.
County certificates without examination.	do	do	do	do	Optional

South Dakota. (See page 86.)

TENNESSEE.

[Public School Laws of Tenn., pp. 6, 21. Memorandum of state supt. of public instruction.]

Secondary certificate: Upon examination (first and second grades).	County superintendent.	County	Any	1 year	Successful teaching; keeping up reading-circle course.
Without examination (1).	County superintendent (see last column).	County (see last column).	do	do	Every year during life of holder.
Without examination (2).	do	do	do	do	Every year for 4 years, or for 9 years if "state secondary certificate" is renewed (see last column).
Primary certificate: Without examination.	County superintendent (see last column).	County (see last column).	Only in schools teaching common branches named in last column (upon examination).	do	Renewable if "state primary" is renewed (see last column).
Upon examination (third grade).	County superintendent.	County	do	do	Same as secondary certificate upon examination.

certificates in the various States—Continued.

SOUTH CAROLINA.

[General School Law of S. C. (containing regulations of state board of education), 1909, pp. 19–23, 57–63.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	No examination required		Diploma of graduation from reputable university or college in some other State of as high rank as the leading colleges within the State or completion of 9 courses at state summer school.
do	do		Course of study of institution must have received approval of state board of education.
do	State board of education.	County board of education.	Examination in following subjects: Algebra, arithmetic, United States history, civics and current events, grammar, physiology, geography, pedagogy, and agriculture. Minimum averages and grades, respectively, as follows: First grade, 80 per cent and 50 per cent; second grade, 70 per cent and 45 per cent; third grade, 60 per cent and 4 per cent.
do	No examination required		Completion of 9 courses at county or district summer schools. Diploma of graduation from accredited higher institution within the State.

South Dakota. (See page 86.)

TENNESSEE.

[Public School Laws of Tenn., pp. 6, 21. Memorandum of state supt. of public instruction.]

None	County superintendent.	County superintendent.	Examination in subjects required for primary certificate and, in addition, in elements of algebra, plane geometry, bookkeeping, rhetoric, civil government, physics, geology of Tennessee, and agriculture. If general average is 85 per cent or above, certificate is called first grade; if general average is from 85 per cent to 70 per cent, certificate is called second grade.
do	No examination required		Holder of degree of licentiate of instruction from Peabody Normal College is entitled to a secondary certificate in any county in the State.[a]
do	do		Holder of "state secondary certificate." This certificate is issued upon examination. The questions are prepared in the state office and the papers are graded by the state institute instructors. The holder is entitled to a secondary certificate in any county in the State. Its duration is 5 years, renewable for 5 years upon 15 days' institute attendance.[a]
do	do		Holder of a state primary certificate, which is obtained in same manner as and has corresponding validity to the "state secondary certificate." Its duration is 1 year, renewable upon 15 days' attendance upon state institute.[a]
do	County superintendent.	County superintendent.	Examination in spelling, reading, arithmetic, grammar, geography, state history, and American history. Minimum average 85 per cent, called third-grade certificate.

[a] A valid certificate can be issued only by a county superintendent. The state superintendent has authority only "to prescribe the mode of examining and licensing teachers, and their necessary qualifications."

A.—Table showing the principal features of teachers'

SOUTH DAKOTA.

[School Laws of S. Dak., 1909, pp. 4-5, 15-17, 64-66, 81.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Life diploma: Upon examination.	State superintendent.	State	Any	Life	
Upon diploma.	do	do	do	do	
State certificate: Upon examination.	do	do	do	5 years	Successful experience and full attendance county institute during current year.
Upon diploma	do	do	do	do	do
Regents' certificate.	Regents of education.	do	Elementary grades	2 years	Not determined.
First-grade certificate.	State superintendent.	do	do	3 years	Same as state certificate.
Second-grade certificate.	do	County (may be indorsed in other counties).	do	2 years	Nonrenewable
Third-grade certificate.	do	District specified.	do	1 year	do
Primary certificate.	do	County, in cities and towns only (may be indorsed in other counties).	Kindergarten, first and second grades.	5 years	Same as state certificate.
Special temporary certificate (first, second, or third grade).	County superintendent.	District specified.	Elementary schools.	Until next regular examination.	Nonrenewable

certificates in the various States—Continued.

SOUTH DAKOTA.

[School Laws of S. Dak., 1909, pp. 4-5, 15-17, 64-66, 81.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
40 months	State superintendent.	State superintendent.	Proficiency in reading, orthography, penmanship, arithmetic, geography, grammar, composition, United States history, South Dakota history, civics, physiology and hygiene, and examination in physical geography, physics, algebra, geometry, general history, English language and rhetoric, English and American literature, either economics or sociology, and any two of botany, zoology, physiology, physics, chemistry, Latin, German, geology and mineralogy, astronomy, algebra, and trigonometry, all of the college grade; and pedagogy, including principles, methods, management, psychology, and history of education.
do	No examination required		Graduation from an approved college or university, with a course of pedagogical studies and pedagogical training comprising at least one-fourth work during at least 18 months or graduation from an approved normal school, having at least a 2-year course above a 4-year high-school course."
24 months	State superintendent.	State superintendent.	Proficiency in orthography, reading, penmanship, arithmetic, geography, English grammar, physiology and hygiene, United States history, including South Dakota history, and examination in civil government, American literature, drawing, algebra, plane geometry, physical geography, physics or botany, general history, pedagogy, and English language, composition, and rhetoric.
18 months	No examination required		Graduation from approved normal school giving 1 year's work above 4-year high-school course; applicant must have had at least one-fourth work during at least 18 months in pedagogy and professional training.
None	do		Twenty-two week's attendance at a state normal school and an examination in subjects prescribed by regents.
do	State superintendent.	State superintendent.	Examination in orthography, reading, writing, arithmetic, geography, physical geography, English grammar, physiology and hygiene, history of United States, civil government, current events, American literature, South Dakota history, drawing, and didactics.
do	do	do	Examination in orthography, reading, writing, arithmetic, physiology and hygiene, geography, English grammar, history of United States, civil government, South Dakota history, didactics, and drawing.
do	do	do	Issued in discretion of state superintendent to those unable to pass second-grade examination.
do	do	do	Examination in reading, writing, orthography, arithmetic, physiology and hygiene, with special reference to effects of alcoholic drinks, etc., geography, English grammar, United States history, South Dakota history, drawing, didactics, and kindergarten and primary methods.
do	County superintendent.	County superintendent.	Examination in branches required for such certificates on regular examination.

A.—*Table showing the principal features of teachers'*

SOUTH DAKOTA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Local certificate (cities of first class).[a]	Examining committee (superintendent and 2 others).	As determined by local board and examining committee.....			
Special certificate in special subjects.[b]	.....do.....	.....do.....			

Tennessee. (See page 85.)

TEXAS.

[School Laws of Tex., 1909. Secs. 83–107, pp. 34–44.]

Permanent state certificate.	State superintendent.	State.....	Any.....	Life, during good behavior.	.....
University of Texas teachers' diploma.	President of university and dean of department of education.	.....do.....	.....do.....	.....do.....	.....
Normal school diploma.	State board of education.	.....do.....	.....do.....	.....do.....	.....
College of Industrial Arts diploma.	Board of regents...	.....do.....	.....do.....	6 years, or life (see last column).	See scholarship requirements.
University of Texas teachers' certificate.	President of university and dean of department of education.	.....do.....	.....do.....	2 years.....	Same as for first-grade certificate.
Texas State Normal School certificates:					
First grade.....	State board.....	.....do.....	.....do.....	6 years.....	.....do.....
Second-grade...	.....do.....	.....do.....	.....do.....	3 years.....	.....do.....
First-grade state certificate.	State superintendent.	.....do.....	.....do.....	2 years.....	.....do.....
Kindergarten certificate.	.....do.....	.....do.....	Kindergarten.....	4 years.....	2 years upon satisfactory evidence.
Permanent kindergarten certificate.	.....do.....	.....do.....	.....do.....	Life.....	.....
Permanent primary certificate.	.....do.....	.....do.....	Primary.....	.....do.....	.....

[a] The superintendent in all other independent districts must indorse certificate of county superintendent in order to make it valid in such district. He may require such additional examination as he desires.
[b] All certificates in special subjects, music, drawing, penmanship, bookkeeping, foreign languages, kindergarten, etc., are issued by local examiners.

certificates in the various States—Continued.

SOUTH DAKOTA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
.....	Examining committee.	Examining committee.	As determined by local board and examining committee.
.....	....do.....	....do.....	Same as above, for local certificate.

Tennessee. (See page 84.)

TEXAS.

[School Laws of Tex., 1909. Secs. 83-107, pp. 34-44.]

None, or 3 years in State (see last column).	No examination required.....		Holder of bachelor's degree from institution "of first class" "who has completed four full courses in education and pedagogy." Those who can not meet the last condition may present in lieu thereof 3 years' successful experience in Texas.
None.....	....do.....		Applicant must satisfy requirements for B. A. and complete four full courses in department of education.
....do.....	....do.....		A diploma from a Texas state normal school, or from the Peabody Normal School at Nashville, Tenn., shall rank as a permanent state certificate.
....do.....	....do.....		Regular course for graduation and in addition course in pedagogy. Diploma so issued has force of first-grade state certificate; it may be given force of permanent state certificate by indorsement of state superintendent after 3 years' successful experience after graduation.
....do.....	....do.....		Completion of 4 full courses in college of arts and one full course in department of education.
....do.....	....do.....		Completion of 2 years' work in a Texas state normal school.
....do.....	....do.....		Completion of 1 year's work in a Texas state normal school.
....do.....	....do.....		Completion 4 full academic courses and 1 full course in education and pedagogy in any institution ranked as first class by the state superintendent upon the recommendation of the state board of examiners.
....do.....	State superintendent.	State board of examiners.	Examination equivalent to first-grade certificate, and, in addition, theory and practice of occupations, theory and practice of gifts, mother play, programme, and psychology.[c]
3 years under diploma or certificate.	No examination required.....		Holder of diploma or certificate of graduation from approved school which has been given the force of a certificate.[c] Written indorsement of school officers.
None.....	State superintendent.	State board of examiners or summer normal board of examiners.	Holder of a first or second grade certificate with minimum average of 85 per cent; must make minimum average of 85 per cent in additional subjects—psychology, history of education, and English and American literature.

[c] School trustees are authorized to employ as kindergarten teachers holders of diplomas of graduation from state institutions which certify to the completion, in addition to the regular course, of a 2-year course in kindergarten training, and also holders of diplomas of graduation from other schools giving equivalent instruction that have been placed by the state superintendent upon the approved list of kindergarten training schools. No indorsement of diplomas or issuance of certificates required. Valid for 4 years; renewable for 4 years.

A.—*Table showing the principal features of teachers'*

TEXAS—Continued.

Name of certificate.	Issued by	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Permanent certificate.	County superintendent or state superintendent.	County or state. Papers may be forwarded to state board of examiners. They recommend issuance of same grade of certificate if papers are satisfactory.	Any.....	Good behavior. Void if holder withdraws from school work for 3 years.	.....
First-grade certificate.	.....do.....	.....do.....	.....do.....	4 years and 6 years (see last column).	Original period provided holder has attended county institute each year and summer normal institute each alternate year, has averaged above 75 per per cent, and has taught each year.
First-grade certificate.	State superintendent.	State.....	.....do.....	2 years.....	(b)
Second-grade certificate.	County superintendent.	Same as for permanent certificate.	.....do.....	3 years and 5 years (see last column).	Same as for first grade.
Third-grade certificate.	.....do.....	County.....	.....do.....	1 year.....	1 year; teaching during year; attendance city or county institute, 5 days, and summer normal 20 days.
City certificates:					
Permanent (high school, first-grade, primary).	City board of examiners.	City.....	As board of trustees desires.	During good behavior.	Varies.....
Temporary (high school, first-grade, second-grade).	.....do.....	.....do.....	.....do.....	Not more than 4 years.	As determined by board of trustees based upon reading, attendance upon city institutes, or other means of professional growth.

b For 2 years; teaching each year, attending city or county institute 5 days each year and summer normal school not less than 20 days each alternate year.

certificates in the various States—Continued.

TEXAS—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
3 years in Texas	State superintendent.	(1) County board of examiners, (2) state board of examiners, or (3) summer normal board of examiners.	Examination in subjects required for a first-grade certificate and, in addition, history of education, psychology, English and American literature, chemistry, solid geometry, plane trigonometry, and elementary double-entry bookkeeping, with minimum average of 85 per cent and grade of 50 per cent.
None	do	do	Examination in subjects required for second-grade certificate and in addition physics, algebra, geometry, and general history, with minimum average of 75 per cent and grade of 50 per cent. If percentages are 85 per cent and 50 per cent, respectively, certificate may be for 6 years.
do	No examination required		Completion of 4 full academic courses and 1 full course in education and pedagogy in a college or university of first class.
do	State superintendent.	Same as permanent certificate.	Examination in subjects required for third-grade certificate and in addition United States history, civil government, English composition, and physical geography, with minimum average of 75 per cent and grade of 50 per cent. If percentages are 85 per cent and 50 per cent, respectively, certicates may be for 5 years.
do	do	County board of examiners.	Examination in spelling, reading, writing, arithmetic, English grammar, geography, Texas history, elementary physiology and hygeine, school management and the methods of teaching, and the school law of Texas; minimum average of 70 per cent and grade of 50 per cent.
3 years in Texas	City board of examiners.	City board of examiners.	Requirements can not be lower than those prescribed by law for permanent state or county certificates of corresponding grade.
None	do	do	Same, except omit "permanent."

A.—*Table showing the principal features of teachers'*

UTAH.

[Laws of Utah, 1905, chap. 71; 1907, chap. 42; 1909, chap. 45; circular letter of state superintendent (no date).]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
State professional high-school diploma.	State board of education.	State	Any	Life; lapses upon expiration of 5 years' nonteaching period.	
State professional grammar diploma.	do	do	Elementary	do	
State grammar certificate.	do	do	do	5 years	Upon presentation of 6 hours of additional work from a reputable institution, 3 hours of which must be of college grade.
University diploma.	University	do	High and elementary schools.	Life	
Normal grammar diploma.	School of education of University of Utah.	do	Elementary	do	See state professional high-school diploma, last column.
Normal certificates.	do	do	Grades or subjects specified.	5 years	
Temporary state high-school certificate.	State board of education.	do	High schools	1 year	Renewed at discretion of state board for 1 year.
Normal certificate	do	do	Elementary	2 years	Nonrenewable.
County grammar certificate.	do	do	Elementary, except in cities.	do	(b)
County primary certificate.	do	do	Primary, except in cities.	do	do
Temporary county certificate.	do	do	In school specified.	Until next examination.	Nonrenewable.
City certificates:					
1. High school	Board of education	City	High-school teachers and principals of grade schools.	Varies	Varies
2. Grammar	do	do	Fifth to eighth grades.	do	do
3. Primary	do	do	First to fourth grades.	do	do

a Credits may be based upon properly authenticated work done in an educational institution, upon grades received in examinations previously taken, or upon an examination conducted by the state board of education.

certificates in the various States—Continued.

UTAH.

[Laws of Utah, 1905, chap. 71; 1907, chap. 42; 1909, chap. 45; circular letter of state superintendent (no date).]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
2 years experience in State.	State board of education.	State board of education.	Graduation from a college course, including professional subjects and credits[a] in arithmetic, United States history, reading and elocution, orthography, English grammar, political and physical geography, physiology, algebra, physics, rhetoric, drawing, plane and solid geometry, botany, English literature, general history, civil government, history and science of education, and psychology; and also in three of following—chemistry, geology, French, German, Latin, Greek, trigonometry, geology, biology, and minerology. Holders of normal diplomas from University of Utah are entitled to this diploma after 2 years' successful experience.
do	do	do	Completion of 4 years of high-school and 1 year of college work and credits[a] showing satisfactory knowledge of required subjects named above, except solid geometry and the three electives.
do	do	do	Credits[a] covering 4 years of high-school work, including 3 years of English, algebra, physics, civil government, botany, and physical geography; also credits in psychology and history of education.
None specified	No examination required		Completion of prescribed courses in school of education of University.
do	do		Discretion of school of education of University.
do	do		Do.
None	Examination not necessarily required.		Credentials covering a college course accepted; examination may be required. Also official statement showing he is employed in a high school in the state.
do	No examination required		Graduation from a normal training school of high standard.
do	State board of education.	State board of education.	Applicant must show that he is proficient in pedagogy and qualified to teach reading, writing, spelling, English grammar, United States history, arithmetic, physiology and hygiene, nature studies, and drawing. In 1911 and thereafter all who have not had 3 years' successful experience in the State must have had 4 years' high-school education or its equivalent to be eligible to enter the examination, and must, in addition, pass a successful examination in psychology and history of education.
do	do	do	Same as for county grammar certificate.
do	No examination required		Applicant must give evidence of his ability to pass the regular examination. Application must be indorsed by county superintendent and district board.
Varies	City board of examiners.	City board of examiners.	Varies.
do			Do.
do			Do.

[b] In 1910 without examination to teachers whose examination record for 1909 was above average of 75 and grade of 60 per cent, provided school work was indorsed by county superintendent and if 6 units of summer school work is filed. Those not filing summer-school units exempt from reexamination in all subjects having grade of 80 per cent.

A.—*Table showing the principal features of teachers'*

VERMONT.

[General laws of the State of Vermont relating to public instruction in force August 1, 1907 (chaps. 44 and 46), pp. 267–271, 275; Acts of 1908, chap. 37.]

Name of certificate.	Issued by	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Unlimited certificate.	State superintendent of education.	State	Any	Until revoked.	
Normal school certificate of graduation:					
Higher course	State board of education.	do	do	10 years	Upon reexamination only.
Lower course	do	do	do	5 years	do
First-grade certificate:					
Upon examination.	State superintendent of education.	do	do	do	Remains in force during employment in same town.
Without examition.	do	do	do	do	If 40 weeks' experience, without examination.
Second-grade certificate, upon examination.	do	do	do	2 years	Remains in force during employment in same town.
Third-grade certificate.	do	State; may be limited to a particular school.	do	Not exceeding 1 year.	Once only, unless holder has not taught 28 weeks.
Special certificates:					
First and second grade.	do	State	Subjects named	First grade, 5 years; second-grade, 2 years.	Without examination.
Third grade (in high-school subjects, music, drawing, physical culture, industrial arts and sciences).	do	Town specified.	do	Not exceeding 1 year.	Not until holder has received first or second grade certificate.
Primary and kindergarten certificates.	do	State	Primary and kindergarten grades.	5 years	Not until holder has received a certificate upon public examination.
Permits	do		School specified	Not exceeding 12 weeks.	Nonrenewable. Can not be given a second time to same person until a certificate has been earned.

certificates in the various States—Continued.

VERMONT.

[General laws of the State of Vermont relating to public instruction in force August 1, 1907 (chaps. 44 and 46), pp. 267–271, 275; Acts of 1908, chap. 37.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
500 weeks; may be lessened by possession of certain scholastic requirements. (See scholarship requirements.)	No examination required		(1) 500 weeks' experience in public schools of State; (2) graduation from approved college and 8 years' experience in State; (3) graduation from a normal school and 200 weeks' experience in State and holder of one 10-year or two 5-year certificates; or (4) holder of first-grade certificate for 10 years, of first and second grade certificates for 12 years, or of second and third grade certificates for 14 years, and 200 weeks' experience in State.
None	do		Graduation from higher course of a normal school.
do	do		Graduation from lower course of a normal school.
40 weeks	State superintendent.	State superintendent.	Satisfactory oral examination. Examination of greater difficulty in subjects required for second grade, and in addition in psychology, English literature, general history, and algebra.
None			Graduation from a college approved by state superintendent or of a normal school in another State.
12 weeks	State superintendent.	State superintendent.	Examination in reading, writing, spelling, grammar, geography, arithmetic, freehand drawing, history and Constitution of United States, pedagogy, elementary physiology and hygiene including the effects of alcoholic drinks and narcotics.
do	do	do	Same as for second-grade certificate.
Indefinite amount.	No examination required		Holder of first or second grade certificate or teacher of special training. Grade of certificate same as grade of previous certificate. In case of special training state superintendent determines grade.
do	do		Holder of first or second grade certificate in another State.
300 weeks in primary grades. (See scholarship requirements.)	do		Graduate of recognized kindergarten training school without experience may be granted certificate.
None	Town or union superintendent.	Town or union superintendent.	Not more than one-third of the terms taught in any town in 1 year may be taught under permits, provided total terms must not exceed five.

A.—Table showing the principal features of teachers'

VIRGINIA.

[Regulations of the State Board of Education, 1907, in Va. School Laws, 1907, pp. 122-128, and Amended Regulations, in Va. School Laws, session of 1908 pp. 35-38.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Professional certificate.	State board of examiners; division superintendent indorses.	State	Any	7 years	Seven years, provided teacher has been successful and reading course has been completed.
Collegiate certificate.	do	do	do	10 years	do
Normal training school certificate.	do	do	do	6 years	3 years; otherwise same as above.
First-grade certificate:					
Upon examination.	do	do	do	5 years	2 years; 3 years' successful experience, completion of prescribed reading
Without examination (1).	do	do	do	do	Indefinitely so long as reading course is pursued.
Without examination (2).	do	do	do	4 years	Same as first grade on examination.
Without examination (3).	do	do	do	2 years	Nonrenewable.
Second-grade certificate.	do	do	do	do	1 year; 1 year's successful experience and completion prescribed reading course.
Third-grade certificate.	do	do	Any, when no teachers holding first or second grade certificates are available.	1 year	Nonrenewable.
Special kindergarten certificate.	do	do	Kindergarten	7 years	Original period, successful teaching, and completion of reading course.
Special primary certificate.	do	do	First 4 grades	do	do

certificates in the various States—Continued.

VIRGINIA.

[Regulations of the State Board of Education, 1907, in Va. School Laws, 1907, pp. 122-128, and Amended Regulations, in Va. School Laws, session of 1908, pp. 35-38.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
Indefinite (see last column).	State board of examiners when examination is required.	State board of examiners when examination is required.	(1) Diploma of graduation from normal course of state university, state normal, and other specified institutions; or (2) holder of first-grade certificate who has passed satisfactory tests in professional course of study prescribed by state board of examiners after its completion; or (3) holder of first-grade or high-school certificate who has attended summer schools of University of Virginia or another of equal rank for two sessions of six weeks each and has made a grade of 75 per cent on both class work and examination in six courses in at least 4 different subjects other than those contained in requirements for first-grade certificate. Examination may be required.
None	do	do	Diploma of graduation equivalent to B. A. degree from any college or university of approved standing, including the State Female Normal School.
1 year under special normal training school certificate.	do	do	Holder of special normal training school certificate (which see) based on completion of normal training department in a public high school.
9 months	State board of examiners.	State board of examiners.	Examination in subjects required for a second-grade certificate and in algebra (through quadratics), one branch of science (either physical geography, physics, or agriculture), and one division of history (either general or English), with a minimum average of 85 per cent and grade of 70 per cent.
6 years' successful experience immediately prior to July, 1907.			Holder of first-grade certificate for 6 years immediately prior to July, 1907, and recommendation of division superintendent.
9 months under second grade.			Holder of examination credits required for first grade, but who was given second-grade certificate because of lack of experience.
None			Completion of certificate course at state normal school.
do	State board of examiners.	State board of examiners.	Examination in subjects required for third-grade certificate and in drawing and theory and practice of teaching, with minimum average of 75 per cent and grade of 60 per cent.
do	do	do	Examination in orthography (including punctuation), reading, writing, arithmetic (including business forms), grammar, geography, United States history, history of Virginia, civil government (including Virginia), and physiology and hygiene, with a minimum average of 65 per cent and grade of 50 per cent.
See scholarship requirements.	State board of examiners (when examination is required).	State board of examiners (when examination is required).	(1) Examination in subjects required for a first-grade certificate or evidence that applicant is proficient therein and engaged in kindergarten work; or (2) graduation from kindergarten department of state normal school or other recognized kindergarten training school.
do	do	do	(1) Examination in subjects required for a first-grade certificate and evidence of special training for primary work; or (2) graduation from approved institution, with training in primary methods.

A. *Table showing the principal features of teachers'*

VIRGINIA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Special departmental certificate.	State board of examiners, division superintendent indorses.	State	Subjects specified	7 years	Original period, successful teaching, and completion of reading course.
Other special certificates.	do	do	do	do	do
Special normal training school certificate.	do	do	Any	1 year	See normal training school certificate.
High-school certificate.	do	do	do	do	May be extended.[a]
Provisional certificate.	State board of examiners.	State	Primary and grammar grades.	do	Nonrenewable.
Emergency certificate.	do	Special school that can not otherwise secure a teacher.		Until a licensed teacher can be secured.	do

WASHINGTON.

[Code of Public Instruction, 1909, pp. 84-91; Session Laws, 1909, Chap. 97.]

Life certificate	State superintendent.	State registration in county required.	Any	Life	
Permanent certificates:					
(a) Professional	do	do	do	do	
(b) First-grade	do	do	do	do	
(c) First-grade, primary.	do	do	Primary grades	do	
Professional certificate.	do	do	Any	5 years	(a) 1 year's attendance higher institution completing 3 subjects; (b) 24 months' teaching. Any renewal may be renewed.
University life diploma.	Regents upon recommendation of faculty.	State	do	Life	
University normal diploma.	do	do	do	5 years	
State college life diploma.	do	do	do	Life	
State college normal diploma.	do	do	do	5 years	
Normal-school life diploma.	Normal school	do	do	Life	

[a] May be extended provided holder pursues professional course of study and passes examination in three subjects thereof each year.

certificates in the various States—Continued.

VIRGINIA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
See scholarship requirements.	State board of examiners (when examination is required).	State board of examiners (when examination is required).	Examination in subjects required for a first-grade certificate and evidence of sufficient special study.
.....do.....	.....do.....	.....do.....	Examination in subjects for first-grade certificate, except in cases of music and drawing, and evidence of proficiency in subject for which certificate is desired.
None.....	No examination required.....		Graduation from first-year public high school in normal training course which has been approved by state board of examiners.
.....do.....	.....do.....		Graduation from 4-year public high school approved by state board of examiners.
One year on a regular certifi-	State board of examiners.	State board of examiners.	Holder of a regular certificate; attendance at a summer school. (For those teachers who wish to divide the examination for a first-grade certificate.)
None.....	No examination required.....		Recommendation of a division superintendent.

WASHINGTON.

[Code of Public Instruction, 1909, pp. 84–91; Session Laws, 1909, Chap. 97.

45 months; 27 months in State.	State board of education.	State.....	Credits required for professional certificates [25 branches] and examination in psychology, history of education, bookkeeping, composition, general history. Other subjects may be substituted.
72 months; 36 in State.	.....do.....	.....do.....	Holder of professional certificate for at least 18 months. Indorsement of county superintendent.
.....do.....	.....do.....	.....do.....	Holder of first-grade certificate for at least 18 months. Indorsement of county superintendent.
.....do.....	.....do.....	.....do.....	Holder of first-grade primary certificate for at least 18 months. Indorsement of county superintendent.
24 months; 8 in State.	.....do.....	.....do.....	All requirements of a first-grade certificate [20 branches], also examination in plane geometry, geology, botany, zoology, civil government. Other subjects may be substituted in lieu of any or all of these by state board upon request of applicant.
24 months.....	.....	.....	12 semester hours in department of education and graduation.
None.....	.....	.....	Do.
24 months.....	.....	.....	Do.
None.....	.....	.....	Do.
3 years.....	.....	.....	Completion of advanced course in a state normal school.

A.—*Table showing the principal features of teachers'*

WASHINGTON—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Normal-school diploma.	Normal school	State	Any	5 years	
Secondary normal-school certificate.	do	do	do	3 years	Nonrenewable.
Elementary normal-school certificate.	do	do	Elementary	2 years	do
First-grade certificate.	State superintendent.	do	Any	5 years	Same as professional.
First-grade primary certificate.	do	do	Primary	do	do
Second-grade common-school certificate.	do	do	Any	2 years	(a) Semester's attendance higher institution, or 1 summer session 6 weeks; satisfactory standing in 3 subjects; (b) 16 months' successful teaching.
Third-grade common-school certificate.	do	do	do	1 year	1 year's attendance higher institution secures second-grade certificate.
City certificates:					
High school	Board of directors.	City	Any	1 year	Fixed by regulations of board of directors.
Grammar school	do	do	Grammar or primary school as teacher; primary school as principal.	do	do
Primary	do	do	Primary school as teacher.	do	do
Special certificate	County or city superintendent.	County or city.	Special subjects	Indefinite—so long as holder teaches.	
Temporary certificate.	do	do	No information	End of current school year.	Another can not be is- for period of 3 years.

certificates in the various States—Continued.

WASHINGTON—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None			Completion of advanced course in a state normal school and demonstrated ability to teach and govern by successful practice in training department of 18 weeks.
do			Completion of secondary course and practice teaching as required for normal-school diploma.
do			Completion of elementary course in a state normal school.
9 months	State board	State board	Must pass the examination in all subjects required for a second-grade certificate, and in algebra, physics, literature, and physical geography. State board may substitute other subjects.
45 months in primary grades.	do	do	Credits in subjects for second-grade certificate and examination in nature study, drawing, literature, and physical geography. Substitutes for two allowed.
None	do	do	Credits in subjects for third-grade certificates and examination in music. May be granted once to teachers from other States with ten years' successful experience; examination in state manual only required.
do	do	do	Examination in reading, grammar, penmanship, and punctuation, United States history, geography, arithmetic, physiology and hygeine, theory and art of teaching, orthography, and Washington State manual.
Fixed by regulations of board of directors.	Board of examiners.	Board of examiners.	Must pass examination required for grammar certificates and, in addition, in civil government, physical geography, elementary physics, algebra, botany, and such other subjects as board of directors may determine.
do	do	do	Applicant must have been found "upon examination to have a practical knowledge of pedagogics, school management, and the general school system of the State of Washington, and to be proficient in and qualified to teach the following branches: Reading, writing, spelling, English grammer, geography, arithmetic, physiology and hygiene, United States history, and such other English branches as board of directors may prescribe."
do	do	do	Same as for city grammar school certificate.
None	County or city superintendent.	County or city superintendent.	Must show "by examination or otherwise satisfactory evidence of fitness to teach special subjects." No limitation placed upon subjects for which certificates may be granted.
do	do	do	Must show evidence of fitness to teach by successful experience, by accredited papers, or a valid certificate or diploma from some other State or Territory, or by special written examination.

A.—Table showing the principal features of teachers'

WEST VIRGINIA.

[Rev. School Laws of W. Va., 1908, pp. 41–46, 56–59; Acts of W. Va., 1909, pp. 350–352. Handbook relating to examination for teachers' certificates, Department of free schools, W. Va., 1910.]

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
First-class state professional certificate.	State board of education.	State	Any	12 years	Like period, if holder has taught 8 years under original.
Second-class state professional certificate:					
Upon examination.	do	do	do	6 years	May be renewed if holder is not eligible for a first-class state professional certificate.
Without examination.	do	do	do	do	do
Graduates' certificate.	State superintendent.	do	Any	do	Renewable for 5 years.
High-school teachers' certificate.	do	do	do	5 years	5 years, if taught 1 year.
Primary teachers' certificate.	do	do	Primary grades	do	Same as first-grade uniform certificate.
First-grade graded school certificate.	do	do	In rural and graded schools; and in high schools, if local authorities agree.	do	Once for like period if holder has taught 1 year thereon, or has served as county superintendent while certificate was in force.
Second-grade graded school certificate.	do	do	do	3 years	Renewable upon examination.
Third-grade graded school certificate.	do	do	do	1 year	do

certificates in the various States—Continued.

WEST VIRGINIA.

[Rev. School Laws of W. Va., 1908, pp. 41–46, 56–59; Acts of W. Va., 1909, pp. 350–352. Handbook relating to examination for teachers' certificates, Department of free schools, W. Va., 1910.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
4 years under second-class state professional.	No examination required		
3 years	State board of education.	State board of education.	Holder of first-grade uniform certificate or equivalent. Examination in educational psychology and method; history of education and school management; rhetoric and composition; English and American literature; algebra; and in five of following to be chosen by the applicant: American history and civics; English, ancient, and mediæval history; Latin, through Virgil; Greek, through Xenophon; German, 2 years; French, 2 years; plane geometry; solid geometry; trigonometry; physics; chemistry; physical geography; botany; agriculture; zoology; physiology; and elementary geology. Minimum average, 85 per cent; minimum grade, 65 per cent.
3 years under first-grade uniform certificates, 1 year immediately preceding.	do	do	Graduation from state university or state normal school and its branches or other school whose grade of work is considered equal in all respects to the work of the state normal school.
None	No examination required		Graduation from West Virginia University, including six courses in education; from normal department of state normal school and its branches; from normal department of any other school in State which in the judgment of the state board of education is equivalent in amount, kind, and quantity to that of the state normal school; or from normal department of the West Virginia Colored Institute.
do	State board of education.	State board of education.	Same as for second-class state professional certificate.
2 years under first or second grade uniform certificate.	do	do	Examination in elementary literature, child study, and school management, school hygiene and sanitation, primary reading, number work, nature study, and in two of following subjects: History for children, story-telling, drawing, and music. "This certificate is designed for those who have made special preparation for primary work." Minimum average, 85 per cent; minimum grade, 65 per cent.
None	State superintendent.	State superintendent.	Same as for first-grade elementary certificate, and examination in general history and single-entry bookkeeping.
do	do	do	Same as for second-grade elementary certificate; and examination in general history and single-entry bookkeeping.
do	do	do	Same as for third-grade elementary certificate; and examination in general history and single-entry bookkeeping.

A.—Table showing the principal features of teachers'

WEST VIRGINIA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
First-grade elementary school certificate.	State superintendent.	State	In 1-room schools and in graded schools up to and including the room in which the third reader is taught.	5 years	Same as first-grade graded school certificate.
Second-grade elementary school certificate.	do	do	do	3 years	Nonrenewable.
Third-grade elementary school certificate.	do	do	do	1 year	Not more than twice to same person in 2 years.
Kindergarten certificate.[a]					

WISCONSIN.

[Laws of Wis., relating to common schools, 1909, pp. 71-90, 106, 161, 198-199.]

Unlimited state certificate: Upon examination.	State superintendent.	State	Any	Life	
Without examination.	do	do	do	do	
Limited state certificate: Upon examination.	do	do	do	5 years	None
Without examination.	do	do	Any, except as principal of 4-year high school.	do	do
University, college, and normal-school graduate's license.	do	do	do	1 year; 2 years if from institution outside State.	See unlimited and limited certificates without examination.
Unlimited special certificate.	do	do	Subjects specified.	Life	
Special certificate	do	District specified.	One subject, as specified.	Varies	Not more than 1 year upon recommendation of state board.
Unlimited state kindergarten certificate.	do	State	Kindergarten or first three grades.	Life	

[a] "No person may be employed as a teacher in a regularly established kindergarten unless she holds a diploma from a kindergarten college, or, in addition to holding such a certificate as is required of other persons employed as teachers in the schools of this State, be duly examined in kindergarten methods and theories in such manner as the board of education which establishes said kindergarten may prescribe."

certificates in the various States—Continued.

WEST VIRGINIA—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	State superintendent.	State superintendent.	Examination in orthography, reading, penmanship, arithmetic, English grammar and language, physiology and hygiene, United States history, state history, geography, civil government, agriculture, and theory and art of teaching. Minimum average, 90 per cent; minimum grade, 75 per cent.
do	do	do	Same as for first-grade elementary certificate, except minimum standings, 80 per cent and 68 per cent.
do	do	do	Same as for first-grade elementary certificate, except minimum standings, 70 per cent and 60 per cent.

WISCONSIN.

[Laws of Wis., relating to common schools, 1909, pp. 71–90, 106, 161, 198–199.]

24 months	State board of examiners.	State board of examiners.	Examination in subjects required for a limited certificate, and in addition in botany, political economy, history of education, zoology, chemistry, or astronomy. Latin may be substituted for English literature.
1 year after graduation; 2 years, if from institution outside State.			Holder of Wisconsin University or normal school diploma and graduate's license. University course must have included completion of pedagogical work.
12 months	State board of examiners.	State board of examiners.	Examination in subjects required for a first-grade certificate, and in addition in mental philosophy, English literature, and psychology.
1 year after graduation; 2 years, if from institution outside State.			Holder of normal school elementary certificate and a graduate's license.
None	No examination required		Holder of certificate from president of university showing completion of pedagogical course or holder of certificate from president of a state normal school showing completion of full or elementary course or from institution giving equivalent courses located either within or without the State.
	State board of examiners.	State board of examiners.	Vary to meet conditions under which applicant desires to teach. More especially for high-school positions and principalships of state graded schools.
	do	do	Vary to meet conditions under which applicant desires to teach.
1 year after graduation; 2 years if from institution outside State.	No examination required		Holder of state kindergarten license issued under conditions described below; or satisfactory proof of equal knowledge and ability.

A.—Table showing the principal features of teachers'

WISCONSIN—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
State kindergarten license.	State superintendent.	State	Kindergarten or first three grades.	1 year	See unlimited state kindergarten certificate.
Unlimited state manual-training certificate.[a]					
Unlimited state domestic-science certificate.[a]					
State manual-training license.[b]					
State domestic-science license.[b]					
High-school teacher's certificate.	State superintendent.	Varies	Branches specified	Varies; life or 5 years.	5-year certificate is nonrenewable.
Emergency high-school principal's certificate.	do	Locality designated.	High-school principal.	1 year	Not more than one year; upon recommendation of state board.
Milwaukee high-school diploma.[d]	do	State	Any	Life	
Special license	do	District specified.	School specified	Next meeting of state board of examiners.	On recommendation of state board of examiners.
County superintendents' certificate.	State superintendent.	State	Elementary schools.[f]	Until revoked.	
First-grade certificate.	County, district, or city superintendent.	County, superintendent's district, or city; can not be indorsed in another county, district, or city.[e]	do[f]	5 years	One or more times if holder has taught 10 years. Counter signature of a diploma from a free high school held by holder, equivalent to renewal for 5 years.
Second-grade certificate.	do	do	Elementary schools.	3 years	Without examination if holder has taught 2 years and attended professional schools 6 weeks, receiving credits in two subjects.

[a] Same as for unlimited state kindergarten certificates upon completion of a like technical course, except 2 years' experience required of graduates of private schools.

[b] Same as for state kindergarten license upon completion of a like technical course, except granted for 2 years to graduates of private schools.

[c] This statute was enacted for the purpose of enabling a quick adjustment of an emergency situation. It is seldom necessary to resort to its provisions.

certificates in the various States—Continued.

WISCONSIN—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	No examination required		Holder of a diploma from a state normal school or from a private normal school of equivalent rank who has completed kindergarten training course.
None	State superintendent.	State superintendent.	This certificate is issued only for such branches as are not covered by local certificates, usually for life.
do	do	do	This certificate is issued to a superintendent of schools who has been elected principal of the high school in the same system. No requirements are specified.[e]
5 years	do	do	Such examination as to moral character, learning, and ability to teach as state superintendent deems proper and reasonable. When diploma is countersigned, it has effect of unlimited state certificate.
Must meet requirements of one kind of cer-certificate issued by state superintendent.	No examination required		Granted only for urgent reasons. Must satisfy state superintendent of possession of scholarship requirements for one kind of certificate issued by him.
8 months	State board of examiners.	State board of examiners.	Examination in subjects required for a first-grade certificate and in school law, and the organization, management, and supervision of district schools.
do	County, district, or city superintendent.	County, district, or city superintendent.	Examination in all subjects required for second-grade certificate, and, in addition, English literature, theory and art of teaching, algebra, physics, and English history.[g]
do	do	do	Examination in subjects required for third-grade certificate, and, in addition, physical geography, American literature, English composition, and cataloguing and use of school libraries.[g]

[d] This provision of the law is practically inoperative. But one diploma has been countersigned in the past seven years. The normal department of the Milwaukee high school was abolished in 1875.

[e] Certificates may be issued by a county superintendent upon papers of an examination held in another county. Must be of same grade as original certificate and coterminous with it.

[f] Holder may teach in a high school any of the branches covered by the certificate, or may serve as principal of a state graded school of the second class, if granted a special license.

[g] Standings in state normal schools and county training schools may be accepted by county superintendents and other officers in lieu of examination in these subjects.

A.—*Table showing the principal features of teachers'*

WISCONSIN—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Third-grade certificate.	County, district, or city superintendent.	County superintendent's district, or city, can not be indorsed in another county, district, or city.[a]	Elementary schools.	1 year.....	(1) Without examination if holder attends professional schools 6 weeks. Not more than three to one person, or (2) if satisfactory standings are secured in two of additional subjects required for second-grade certificate.
Special third-grade certificate.	.....do.....	.....do.....	Elementary schools. (May be limited to a particular rural school or a department thereof.)	Not more than 1 year.	Not more than one to same person.
First-grade kindergarten certificate.	.....do.....	.....do.....	Kindergarten.....	4 years; or 1 year, and 3 years after 6 months' teaching.	Nonrenewable
Second-grade kindergarten certificate.	.....do.....	.....do.....	.....do.....	2 years.....	.....do.....
Third-grade kindergarten certificate.	.....do.....	County, superintendent's district, or city, unless limited. Can not be indorsed in another county, district, or city.[a]	.....do.....	1 year or less.	.....do.....
County training-school certificate.	County training-school board.	Same as for first grade certificate.[a]	Elementary schools.	3 years, or may be limited to 1 year.	1-year certificate extended after 8 months' experience.
Special certificate..	City superintendent.	City.....	Branches specified	1 year.....	Nonrenewable.
Temporary certificate.[c]	.....	.....	.....	.....	.....

[a] Certificates may be issued by a county superintendent upon papers of an examination held in another county. Must be of same grade as original certificate and coterminous with it.

[b] Standings in state normal schools and county training schools may be accepted by county superintendents and other officers in lieu of examination in these subjects.

certificates in the various States—Continued.

WISCONSIN—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None	County, district, or city superintendent.	County, district, or city superintendent.	Examination in orthoepy, spelling, reading, penmanship, arithmetic, elementary composition and grammar, geography, history of United States and civil government of the United States and of Wisconsin, physiology and hygiene with special reference to stimulants and narcotics, school management, manual of elementary course of study for common schools of Wisconsin, elements of agriculture. Applicant must have attended a professional school for teachers at least 6 weeks, and also received in such school standings in school management and in methods of teaching reading and language, arithmetic, and geography. Standard to be adopted by each county superintendent and approved by state superintendent—must be higher for first than second and higher for second than for third grade certificates.[b]
do	do	do	Issued only when supply of legally qualified teachers is exhausted, and only to as many persons as are required. Same examination as for third grade.
do	do	do	Examination in subjects required for second-grade kindergarten certificate and, in addition, in history of education as related to the development of the kindergarten and in the elements of zoology.
do	do	do	Examination in subjects required for third-grade kindergarten certificate, and in general literature and elements of botany.
do	do	do	Examination in orthoepy, orthography, reading, writing, arithmetic, English grammar, physiology, and hygiene with special reference to childhood, drawing, music, juvenile literature, theory and art of kindergarten teaching.
None for 1-year limited certificate; 8 months for 3-year certificate.			Completion of prescribed course in a county training school for teachers.
None	City superintendent.	City superintendent.	Examination provided by city school board and approved by state superintendent.

[c] Temporary certificates may be issued by county, district, and city superintendents with the consent of the state superintendent.

A.—*Table showing the principal features of teachers'*

WYOMING.

[School Laws, 1909, 122-130. Session Laws 1909, chap. 33.]

Name of certificate.	Issued by	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Professional first class certificate:					
Upon examination.	State superintendent.	State	Any school; superintendent or principal of any school.	Life	
Without examination.	do	do	do	do	
Professional second class certificate:					
Upon examination.	do	do	Any school; superintendent or principal of any school having not over 2-year high-school course.	do	
Without examination.	do	do	do	do	
First class certificate:					
Upon examination.	do	do	Any elementary school, assistant in high school for subjects covered in examination, superintendent or principal of schools having no high school.	4 years	Completion of reading-circle course; not longer than term of certificate nor more than 2 years at a time.
Without examination.	do	do	do	do	do
Second class certificate:					
Upon examination.	do	do	Elementary schools.	2 years	do
Without examination.	do	do	do	do	do
Third class certificate:					
Upon examination.	do	do	do	1 year	Nonrenewable
Without examination.	do	do	do	do	do
Special primary certificate.	do	do	Primary and kindergarten.	4 years	By examination only.
Special technical certificate:					
Upon examination.	do	do	Technical subjects.	do	do

certificates in the various States—Continued.

WYOMING.

[School Laws, 1909, 122-130. Session Laws 1909, chap. 33.]

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
3 years	State board of examiners.	State board of examiners.	Holder of a professional second-class certificate and an examination in advanced psychology and school supervision.
2 years (see last column).			Graduation from University of Wyoming with major in psychology and pedagogy amounting to one-fifth entire course; or examination in professional subjects for second-class certificate and 2 years' successful experience.
2 years	State board of examiners.	State board of examiners.	Examination in subjects required for first-class certificates and 2 additional subjects elected from following: School management, pedagogy, methods, and history of education. Minimum average 80 per cent, grade 60 per cent.
1 year			Graduation from state normal school or from University of Wyoming, or other school of equivalent rank, as determined by state board of examiners.
do	State board of examiners.	State board of examiners.	Examination in subjects required for second grade and, in addition, elementary algebra, English and American literature, elementary psychology, physical geography, and two or more of following: Plane geometry, botany, zoology, chemistry, general history, Latin, German, political economy, bookkeeping, and shorthand. Minimum average 80 per cent, grade 60 per cent.
do			Graduation from the preparatory school of the University of Wyoming or from a 4-year high-school course, and 1 year in normal course at university.
None	State board of examiners.	State board of examiners.	Examination in subjects required for third class certificate and, in addition, rhetoric and composition, and theory and practice of teaching. Minimum average 80 per cent, grade 60 per cent.
do			Same as first class (without examination), except 18 weeks in normal course.
do	State board of examiners.	State board of examiners.	Examination in orthography, reading, penmanship, arithmetic, English grammar, geography, United States history, civil government of United States and of Wyoming, and physiology and hygiene. Minimum average 70 per cent, grade 50 per cent.
do			Same as first class (without examination), except no normal course required.
4 years	State board of examiners.	State board of examiners.	Two certificates of as high class as second grade and an examination in primary and kindergarten methods, elementary psychology, methods, and school management. Minimum average 75 per cent, grade 60 per cent.
None	do	do	Examination in special branches applicant expects to teach.

A.—Table showing the principal features of teachers'

WYOMING—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Renewal.
		Territory.	Schools.		
Special technical certificate—Con. Without examination.	State superintendent.	State.....	Technical subjects.	4 years.....	For life to graduates of technical school of University of Wyoming (see last column).
Diploma certificate.	.....do.....	.....do.....	(See last column)..	(See last column.)	(See last column.)
Temporary certificate.	.....do.....	.....do.....	Any.....	Until next examination (see last column).	Renewable only under exceptionable circumstances (see last column).
Permit.....	County superintendent.	County.....	.....do.....	.....do.....	.....

certificates in the various States—Continued.

WYOMING—Continued.

Experience required.	Questions prepared by—	Papers examined by—	Scholarship requirements.
None			Graduation from technical school of University of Wyoming. Renewable for life if holder passes examination in professional subjects required for second-class professional certificate.
(See last column)			Granted to graduates of state normal school and of college of liberal arts of University of Wyoming for period necessary for them to gain experience required for life certificate. Granted also to graduates of other normal schools and colleges of equivalent rank, as determined by board of examiners.
None	No examination required		Applicant must have been engaged to teach, and a member of school board engaging him must have forwarded request for granting of such certificate indorsed by county superintendent.
do	do		Issued by county superintendent until such time as state board of examiners can act upon application for temporary certificate.

B. RECOGNITION OF DIPLOMAS OF HIGHER EDUCATIONAL INSTITUTIONS SITUATED IN OTHER STATES AND OF CERTIFICATES ISSUED IN OTHER STATES.

ALABAMA.

Diplomas.—None. (Memorandum from the state office.)
Certificates.—None. (Memorandum from the state office.)

ARIZONA.

Diplomas.—A graduate of a standard college or university who has had one year's work in pedagogy, certified to by a professor of pedagogy, is given a first-grade territorial certificate.

A graduate, except in the kindergarten department, of a normal school whose courses are equivalent to the Arizona Normal School is also given a first-grade territorial certificate. (Regulations of territorial board of education, in School Laws, 1907, p. 80.)

Certificates.—A holder of a life diploma issued by state authority is granted a first-grade certificate. (Regulations of territorial board of education, in School Laws, 1907, p. 80.)

ARKANSAS.

Diplomas.—None.
Certificates.—None.

CALIFORNIA.

Diplomas.—"No credentials shall be prescribed or allowed unless the same in the judgment of said [state] board [of education] are the equivalent of a diploma of graduation from the University of California and are satisfactory evidence that the holder thereof has taken an amount of pedagogy equivalent to the minimum amount of pedagogy prescribed by the state board of education of this State. * * *

"The said board shall also consider the cases of individual applicants who have taught successfully for a period of not less than twenty school months, and who are not possessed of the credentials prescribed by the board under the provisions of this section. The said board, in its discretion, may issue to such applicants special credentials upon which they may be granted certificates to teach in the high schools of the State. In such special cases, the board may take cognizance of any adequate evidence of preparation which the applicants may present. The standards of qualification in such special cases shall not be lower than that represented by the other credentials named by the board under the provisions of this section." (School Laws, 1909, pp. 12–13.)

Certificates.—See diplomas.

COLORADO.

Diplomas.—Grades given for work in educational subjects accepted the same as grades from the state institutions of Colorado, provided the applicant has taught two years. (Memorandum from state office.)

Certificates.—None. (Memorandum from state superintendent.)

CONNECTICUT.

Diplomas.—None. (Letter from secretary of state board of education, dated Sept. 12, 1910.)

Certificates.—None. (Letter from secretary of state board of education, dated Sept. 12, 1910.)

DELAWARE.

Diplomas.—May be issued at the discretion of the county superintendents upon presentation of "diplomas or certificates of graduation from any respectable normal school or college." (School Laws, 1908–9, p. 55.)

Certificates.—None.

FLORIDA.

Diplomas.—None. (Letter from state office, Sept. 14, 1910.)

Certificates.—None. (Letter from state office, Sept. 14, 1910.)

GEORGIA.

Diplomas.—Strictly forbidden. (Laws, 1910, p. 39.)

Certificates.—None. (Memorandum from state office.)

IDAHO.

Diplomas.—A county superintendent may, when authorized by the state board of education, issue a special first-grade certificate to a graduate of an advanced course of a state normal school who holds a life diploma or to a graduate of a chartered college, the bachelor's degree of which is accepted by the state university of the same State, if the applicant has taught eighteen months, provided part of this experience has been within two years preceding date of application. (School Laws, 1909, p. 45.)

The state board of education has placed upon the accredited list twenty-two universities, state and private, located in sixteen States, and sixty-two state normal schools, located in twenty-four States. The following are the conditions for the granting of authorizations to county superintendents to issue certificates:

"Life diplomas of the highest grade, only, from the above state institutions will be recognized.

"Applicant must have had at least three years' successful experience.

"Application must be accompanied with copies of three credentials of successful experience.

"Applicants must not have been out of school for more than a year at date of application." (Ninth Biennial Report of the State Superintendent of Public Instruction of Idaho, 1907–8, p. 76.)

Certificates.—None.

ILLINOIS.

Diplomas.—Graduates from approved colleges, universities, and normal schools are admitted to examination on the same basis as graduates of like institutions within the State. (Circular, department of public instruction, No. 42, p. 4, Nov. 1, 1909.)

Certificates.—Holders of life certificates from other States, the requirements of which are equal to those of Illinois, may enter the examination for any one of the certificates under Plan II, which requires an examination in three professional subjects and a thesis. (Circular, department of public instruction, No. 42, p. 4, Nov. 1, 1909.)

INDIANA.

Diplomas.—Graduates of approved universities, colleges, and state normal schools are eligible for licenses in Indiana upon the same basis as graduates of like institutions within the State.

"A state normal diploma that represents three full years' normal-school work preceded by four years' high-school work may be countersigned by the superintendent of

public instruction, provided the holder of it has taught successfully for two years since graduation. When so signed it becomes valid for life in any of the public schools of the State.

"A diploma from a kindergarten training school that has been approved by the state board of education may be countersigned by the superintendent of public instruction and made a valid life license for kindergarten work." (Indiana Teachers' Licenses, Robert J. Aley, 1910, p. 9; School Laws, 1907, pp. 20–21.)

Certificates.—A life certificate from another State that has been granted upon examination and is equivalent to the life license examination in Indiana may be countersigned by the superintendent of public instruction. When so signed it becomes valid for life in any of the public schools of the State. (Indiana Teachers' Licenses, Robert J. Aley, 1910, p. 9.)

IOWA.

Diplomas.—None. (School Laws, 1907, p. 11.)

Certificates.—The state educational board of examiners is empowered "to validate certificates issued by state departments of education in other States where such certificates were issued upon evidence of scholarship and experience equivalent to that required for like certificates" under the laws of Iowa. (School Laws, 1907, p. 9.)

KANSAS.

Diplomas.—Graduates of the arts course in accredited colleges and universities may receive the three-year renewable certificate upon passing an examination in five professional subjects and upon presentation and approval of transcript of grades in scholastic subjects. The basis of grading institutions prescribed by state law is the four-year course of the Kansas State Normal School. The courses of other institutions are required to be as "efficient" as the course in this institution. In the accrediting of colleges the state board of education has limited the accredited schools to those situated in States with which reciprocal relations have been established in the recognition of certificates. The state normal schools of some States with which reciprocal relations do not exist are accredited. (Manual of Board of Education, State of Kansas, 1910, pp. 7, 30, 34–35, 37; letter from state superintendent of public instruction, dated Sept. 27, 1910.)

Certificates.—The law provides that when the state board of education is satisfied that any resident of Kansas holding a state certificate of another State secured the same by passing an examination equivalent to that given by said board, it may issue to said person a state certificate. The practice of the board is to issue a three-year renewable certificate to persons holding state life certificates or certificates which may be renewable into state life certificates, from those States whose offices extend reciprocal relations. (Manual of Board of Education, State of Kansas, 1910, p. 37; letter from state superintendent of public instruction, dated Sept. 27, 1910.)

Reciprocal relations.—Reciprocal relations covering the indorsement of the highest grade of life certificates have been established without limitation with six States, as follows: Iowa, Nebraska, New Jersey, Pennsylvania, South Dakota, and Virginia.

The following limitations have been placed upon indorsements of certificates and diplomas issued in other States: Indiana, Missouri, and Oregon, if issued on examination; North Dakota, if applicant is a graduate of a normal school, college, or university; Michigan, New York, Ohio, Rhode Island, and Utah, each case is considered on its merits; Washington, option of state board.

Forty-four colleges, located in sixteen different States, have been placed upon the accredited list.

Reciprocal relations have been established without limitation in the recognition of the highest grade of state normal-school diplomas with the following nine States: Indiana, Iowa, Minnesota, Nebraska, New Jersey, New York, Pennsylvania, South

Dakota, and Virginia. Limitations are imposed as follows: Michigan, Rhode Island, and Utah, each case is considered on its merits; North Dakota, the course must cover the Kansas requirements; Arizona, professional examination is required; Vermont, may consider certain cases; Washington, option of state board. (Manual of the board of education, 1910, pp. 35, 37–38.)

KENTUCKY.

Diplomas.—None. (Memorandum from state office.)
Certificates.—None. (Memorandum from state office.)

LOUISIANA.

Diplomas.—None, except from Peabody Normal College. (Laws, 1908, p. 68.)
Certificates.—None. (Memorandum from state office.)

MAINE.

Diplomas.—No exemption from examination and other requirements. Diplomas are given weight in the determination of the grade of certificate to be issued upon the same basis as graduates of institutions within the State. (Memorandum from state office.)
Certificates.—None. (Memorandum from state office.)

MARYLAND.

Diplomas.—The state superintendent may, with the approval of the state board of education, recognize and indorse diplomas of state normal schools and of other normal schools, and of colleges with a department of pedagogy when he is satisfied with the character of the instruction given and the length of time that has been spent in such institution by the applicant. (School Laws, 1910, p. 12.)
Certificates.—None. (Memorandum from state office.)

MASSACHUSETTS.

Diplomas.—Diplomas of standard normal schools, colleges, and universities are generally recognized, except in cities, as sufficient warrant for the granting of local certificates. (Memorandum from state office.)
Certificates.—School committees, except those in certain cities, generally recognize certificates issued in other States and issue certificates based upon them. Practice varies greatly as to the grades of certificates that are thus recognized. (Memorandum from state office.)

MICHIGAN.

Diplomas.—The state board of education may indorse normal school diplomas or certificates "if it be shown to the satisfaction of said board that such certificates are for life and that the * * * examinations required or courses of study pursued are fully equal to the requirements of this State." (School Law, 1909, p. 140.)
Certificates.—The state board of education may indorse state teachers' certificates granted upon examinations or other state certificates granted in other States "if it be shown to the satisfaction of said board that such certificates are for life and that the examinations required or courses of study pursued are fully equal to the requirements of this State." (School Law, 1909, p. 140.)

MINNESOTA.

Diplomas.—Graduates of accredited universities, colleges, and of advanced courses of state normal schools are placed upon the same basis as graduates of institutions within the State. The basis for determining whether a college or university shall be placed upon the accredited list is the University of Minnesota including its department of pedagogy. (Pamphlet issued by the department of public instruction, 1909, Certification and employment of teachers, p. 5.)

Seventy-six universities and colleges outside of Minnesota, located in 21 different States, and 49 state and private normal schools, located in 23 different States, have been placed upon the accredited list. (Pamphlet issued by the department of public instruction, 1909, Certification and employment of teachers, pp. 6–8.)

Certificates.—None. (Pamphlet issued by the department of public instruction, St. Paul, Minn., June, 1908, entitled "Circular of information relating to examinations, certificates," etc., p. 7.)

MISSISSIPPI.

Diplomas.—None. (Memorandum from state office.)

Certificates.—None. (Memorandum from state office.)

MISSOURI.

Diplomas.—Diplomas from colleges and universities of equal rank to those in the "Missouri College Union" are placed on the same basis as graduates of those institutions. (See scholarship requirements, Table 1.) Some concessions are made to graduates of state and private normal schools in other States. (Memorandum from state office; letter from state office, dated Sept. 30, 1910.)

Certificates.—The state superintendent will recognize certificates from other States with which reciprocal relations have been established, provided the certificates are equal to those issued in Missouri, and provided further, applicant has had experience in teaching. (Memorandum from state office, and circular, "Requirements for state certificates, 1910.")

MONTANA.

Diplomas.—The law provides that state or life diplomas may be granted to graduates of educational institutions without the State upon conditions established by the state board of education. The board grants to graduates of reputable colleges, universities, and the advanced courses of normal schools certificates without examination when such graduates have had eighteen months' successful experience after graduation and have become resident teachers of Montana. (Laws, 1908, p. 16; report of state superintendent of public instruction, 1908, p. 51; letter from state office, Sept. 29, 1910.)

Certificates.—None.

NEBRASKA.

Diplomas.—Professional state certificates may be granted to any person who is a graduate of a college or university of good standing and who has had three years' successful experience in Nebraska and who holds a first-grade county certificate. The same certificate may also be granted to the holder of a life diploma from a state normal school of another State. (Laws, 1909, p. 75.)

Certificates.—A professional state certificate may be granted at the discretion of the state superintendent to the holder of a professional state certificate from another State. (Laws, 1909, p. 75.)

NEVADA.

Diplomas.—"Graduates of universities, colleges, and normal schools approved by the state board of education shall be permitted to submit their credentials from such institutions, and to the extent that these credentials give evidence of scholarship and professional preparation they shall be accepted in lieu of examination." (School Laws, 1909, p. 20.)

Certificates.—"Any teacher holding a life certificate from another State shall be permitted to submit such certificate as evidence of his or her fitness for teaching, and if the state board of education shall be satisfied that the State which issued such certificate maintains a high professional standard, said board may issue a certificate for teaching in this State of such grade as it shall deem proper." (School Laws, 1909, p. 20.)

NEW HAMPSHIRE.

Diplomas.—Graduates of colleges, universities, and normal schools outside the State are treated upon the same basis as graduates of colleges and private normal schools within the State—that is, credits are accepted for subjects in group 3, examination for high-school certificates. See Table A. (Memorandum from state office.)

Certificates.—None. (Memorandum from state office.)

NEW JERSEY.

Diplomas.—"11. In any examination for a teacher's certificate the diploma of a university or college authorized to confer degrees may be accepted in lieu of an examination in the subjects prescribed for such examination: *Provided*, That the course of study covered by said diploma shall include said prescribed subjects or their equivalent, shall not have been pursued through correspondence, and shall have been approved by the state board of examiners."

"14. The state board of examiners may grant a second-grade state certificate, valid for two years, to the holder of a diploma of any normal school or teachers' college, or a permanent certificate to teach in another state and valid as a state certificate therein, when the course of study of such normal school or teachers' college or the requirements for such certificate shall be, in the judgment of said board, equivalent to those required for a state certificate to teach in this State: *Provided*, That such other State shall grant reciprocal privileges to those holding similar diplomas or certificates issued in this State. After the expiration of said two years the said normal school diploma, teachers' college diploma, or permanent state certificate * * * may be endorsed by the state board of examiners: *Provided*, The holder thereof shall have taught not less than two years in this State, shall have given satisfactory evidence of efficiency and success as a teacher, and shall file approved testimonials. When so endorsed such diploma or certificate shall have the same force and effect as if issued in this State. Normal school diplomas issued in States not having a state system of certification * * * may be endorsed as hereinabove provided." (Rules and regulations of state board of education, in School Laws, 1908, p. 151-152.)

Certificates.—See last paragraph above.

Reciprocal relations have been established under rule 14 with Canada and with 11 States, as follows: Connecticut, Indiana, Kansas, Massachusetts, Michigan, New York, Pennsylvania, Rhode Island, Washington, West Virginia, and Wisconsin. (Letter from state superintendent, Sept. 27, 1910.)

NEW MEXICO.

Diplomas.—The state board of education is authorized to issue certificates "to persons whom it may deem qualified." It appears from this that credits may be accepted for studies irrespective of graduation. (School Laws, 1909, p. 202.)

Certificates.—The territorial board of education is "empowered to officially indorse teachers' certificates granted in States and other Territories, under such rules as it may prescribe." No regulations have as yet been printed. The acts of the state board as found in the reports of the territorial superintendent of public instruction make it appear that as a rule only certificates of the highest grade are recognized and only from those States with which reciprocal relations have been established. (School Laws, 1909, p. 202; report of the territorial superintendent of public instruction for biennium ending June, 1908, p. 28.)

The territorial board of education has taken the following actions regarding the recognition of certificates and diplomas issued in other States:

Arkansas, Connecticut, Kentucky, Massachusetts, Texas, and Vermont.—Consideration given transcripts submitted from educational institutions.

Michigan and Missouri.—Reciprocal relations covering life certificates.

Minnesota, Nebraska, and Oklahoma.—Certificates equivalent to New Mexico professional certificates and county first-grade licenses indorsed for full time in New Mexico. Reciprocal relations established.

Wyoming.—Wyoming certificates higher than county first grade indorsed as county first grade. Wyoming indorses New Mexico professional certificates. (Report of superintendent of public instruction, 1907–8, pp. 28–29.)

NEW YORK.

Diplomas.—The commissioner of education may in his discretion indorse diplomas of approved colleges and normal schools. Graduates of colleges approved by the education department, in a course approved by that department, may be granted a limited certificate, valid for two years. If the course taken by the applicant includes a course in education under the regulations of the education department, he may be granted a college graduate professional provisional certificate, valid for three years. Life certificates are granted after three years' successful experience. (Handbook 7, education department, 1909, pp. 26–29. Education Law, 1910, p. 120. Bulletin 474.)

"The commissioner of education 'may also, in his discretion, indorse a diploma issued by a state normal school or a certificate issued by a state superintendent or state board of education in any other State, which indorsement shall confer upon the holder thereof the same privileges conferred by law upon the holders of diplomas or certificates issued by state normal schools or by the commissioner of education in this State.'

"This discretion will be exercised on evidence that the standards on which such diplomas and certificates were based are equal in value to standards in this State and that the applicant has proved to be a successful teacher for at least two years." (Handbook 7, education department, July, 1908, p. 26.)

Certificates.—See last two paragraphs above.

NORTH CAROLINA.

Diplomas.—Graduates of institutions outside the State are placed upon the same basis as graduates of institutions within the State, examination being required of all without concessions. (Memorandum from state office.)

Certificates.—None. (Memorandum from state office.)

NORTH DAKOTA.

Diplomas.—Recognition of diplomas granted by institutions outside of State placed on the same basis as those within. A normal school must have a reputation "for thoroughness;" a college or university must be "of recognized standing;" and the applicant must have taught for at least eighteen months after graduation. If these requirements are met, a first-class state certificate may be issued. (School Laws, 1908, p. 78.).

Certificates.—None. (Memorandum from state office.)

OHIO.

Diplomas.—The law makes no distinction between Ohio institutions and those of other States. "The diploma of any normal school, teachers' college, college or university approved by the state commissioner of common schools shall entitle the holder thereof when he or she has successfully passed the examination approved in section 5 of this act to a professional elementary school certificate. * * * Provided, said diploma is granted only to such students as have taken a full two-year academic and professional course, entrance to which shall require graduation from a high school of the first grade." If the course is a four-year academic and professional course, a provisional high-school certificate may be issued. It is required that each of these courses shall include actual teaching under supervision in a training school, including elementary or

secondary grades respectively. A memorandum from the state office states, however, "no diplomas honored." (Session Laws, 1910, p. 317; memorandum from state office dated Sept. 19, 1910.)

Certificates.—"Life certificates known as professional state certificates issued by other States may be recognized by the board under the following conditions:

"The applicant for recognition of a certificate issued by another State shall register in the regular form.

"He shall attend the examination at which his case is to come before the board.

"He shall file the certificate to be honored with the grades in the branches covered by the certificate and a copy of the questions upon which certificate filed was granted.

"He shall take the examination in the branches required in Ohio not covered by his certificate." (Leaflet from Ohio state board of school examiners, respecting date of examination, etc.)

OKLAHOMA.

Diplomas.—The state board of education accepts grades received in subjects required in an examination from those state institutions which appear on its accredited list; it does not issue certificates upon diplomas. (Circular issued by state superintendent.)

Certificates.—The state board of education accepts grades which appear upon state certificates issued by other States, or which are certified to by the state superintendent; it does not issue a certificate upon a state certificate from another State. Grades from a first-grade county certificate and reading circle grades will be accepted also, provided they are of the required average. (Circular issued by state superintendent.)

OREGON.

Diplomas.—Credits from institutions outside the State are placed upon the same footing as credits from institutions within the State. No concessions are made. (Memorandum from state office.)

Certificates.—"The state board of education may, at its discretion, grant without examination state certificates and state diplomas to persons presenting authentic papers from other States of grade and kind like those granted by the state board of education in this State: *Provided*, That the state board of education is satisfied that said papers were secured by passing an examination equivalent to that given by the state board of education of this State for state papers." (Oregon School Laws, 1909, p. 6.)

PENNSYLVANIA.

Diplomas.—The superintendent of public instruction is authorized by law to indorse normal school diplomas and permanent certificates granted to teachers in other States, provided they are valid aud accompanied by recommendations showing holder has taught successfully within two years. When so indorsed they have the same force and effect as certificates of like grade issued by the state superintendent of public instruction of Pennsylvania.

In practice the state superintendent indorses life certificates and normal school diplomas from States which accept or indorse life certificates and normal school diplomas of Pennsylvania. (Pennsylvania School Laws and Decisions, 1909, p. 137—Letter of state superintendent of public instruction dated Sept. 13, 1910.)

Certificates.—See diplomas above.

RHODE ISLAND.

Diplomas.—Each case considered on its merits. No discrimination against outside diplomas. (Memorandum from commissioner of public schools.)

Certificates.—Each case considered on its merits. Qualifications for each certificate considered. When approved, apparently full recognition and no discrimination against outside certificates. (Memorandum from commissioner of public schools.)

SOUTH CAROLINA.

Diplomas.—Diploma of graduation from reputable university or college situated in another State and of as high rank as leading colleges in the State are accepted upon the same basis as diplomas from these colleges. A state certificate may be issued upon such a diploma without examination. (Regulations of board of education in School Laws, 1909, p. 58, rule 10.)

Certificates.—Recognition accorded certificates from such other States as grant similar recognition to certificates in South Carolina. (Memorandum from state office.)

SOUTH DAKOTA.

Diplomas.—A diploma from an approved university or college giving four years' work above a four-year high-school course is accepted in lieu of subjects required for a life diploma, provided one-fourth of such university or college course for eighteen months was devoted to professional training. If a less amount of time was given to professional subjects, these subjects may be passed by examination.

A diploma from any approved state or private normal school having a two-year course of study above a four-year high-school course may likewise be accepted as above. (Laws, 1909, p. 5.)

Certificates.—The state superintendent may validate certificates issued by other departments of education which are of the rank of the life diploma, state certificate, and first and second grade certificates issued in South Dakota, provided the requirements upon which they are based are equivalent to the requirements for corresponding certificates in South Dakota. (Laws, 1909, p. 6.)

TENNESSEE.

Diplomas.—None.

Certificates.—None.

TEXAS.

Diplomas.—"SEC. 103. *Certificates based on college degrees.*—Any person who holds a diploma conferring on him the degree of bachelor of arts, or any equivalent bachelor's degree, or any higher academic degree, from any college or university of the first class, and who has completed four full courses in education and pedagogy may receive from the state superintendent of public instruction a permanent state certificate, which shall be valid anywhere in this State during good behavior: *Provided*, That any person who holds a diploma conferring on him the degree of bachelor of arts, or any equivalent bachelor's degree, or any higher academic degree, from any college or university of the first class, who has not had four full courses in education but who has taught three years in the State, may receive from the state superintendent of public instruction a permanent state certificate which shall be valid anywhere in this State during good behavior. The institutions to be recognized as colleges or universities of the first class shall be determined by the state superintendent of public instruction upon the recommendation of the state board of examiners." (School Laws of Texas, 1909, pp. 40–41.)

Certificates.—None.

UTAH.

Diplomas.—"The state board of education has the power to accept credits, certificates, and diplomas from other States and from institutions of learning in lieu of examination." (Circular letter signed by state superintendent of public instruction.)

Certificates.—"Life diplomas issued by state boards in other States and shown to be of equal rank with those issued by the state board of this State may receive equal recognition after the holders acquire two years' successful experience in schools of this State. When countersigned by the state superintendent of public instruction under the direction of the state board, such diplomas shall have equal validity with

those of corresponding rank issued by the state board." Temporary certificates are issued to those who lack experience in Utah. (School Law, 1909, p. 5.)

See also diplomas, above.

VERMONT.

Diplomas.—Graduates of institutions outside of the State are treated upon the same basis as graduates from institutions within the State. Graduates from approved colleges and normal schools are required to have less experience in the granting of all certificates than those persons who are not graduates. (Act 1908, ch. 37.)

Certificates.—The holder of any certificate that is valid for two or more years is eligible to a special third-grade or one-year's certificate. (Letter from state superintendent, Sept. 29, 1910.)

VIRGINIA.

Diplomas.—"For schools and colleges outside Virginia the state board of examiners may accept any certificate that would be accepted by the state authorities of the State from which the certificate comes and may issue a Virginia certificate of such grade and life as may seem warranted by conditions attending the individual case." (Regulations state board of education, School Laws, 1907, p. 12.)

Certificates.—The state board of examiners endeavors to grant the same recognition to certificates from other States as is extended Virginia certificates of like grade by the department of public instruction of those particular States. (Letter from E. H. Russell, Sept. 14, 1910.)

WASHINGTON.

Diplomas.—The state board of education is authorized to grant certificates without examination, except in the State Manual of Washington, to graduates of those normal schools, colleges, and universities, and other institutions of higher education which have been approved by it, provided the entrance and graduation requirements of these institutions must be equal to those of the University of Washington or of the advanced course of the state normal schools of Washington. (Laws, 1909, p. 13.)

Certificates.—The state board of education is authorized to issue certificates without examination, except in the State Manual of Washington, to the holders of state life certificates, the requirements of which have been found by them to be equal to the requirements for a life certificate in Washington. (Laws, 1909, p. 13.)

WEST VIRGINIA.

Diplomas.—"The state board of education may also issue certificates to teachers coming from other States when such teachers hold certificates or diplomas of equal value with those issued under this act: *Provided*, That the States which issue such certificates likewise recognize those issued in this State." (School Laws, 1908, p. 58.)

Certificates.—See diplomas above.

WISCONSIN.

Diplomas.—The holder of a diploma of a university or college whose regular college courses are fully and fairly equivalent to corresponding courses of the University of Wisconsin, or the holder of a diploma granted by a state normal school whose courses of study are fully and fairly equivalent to the courses of study in the Wisconsin normal schools and who has had two years' experience after the date of issuance of such diploma, may, if recommended favorably by the state board of examiners, be granted an unlimited state certificate; if the holder of the diploma is lacking in experience, he may be granted a special license valid for two years. (School Laws, 1909, pp. 83–84.)

Certificates.—The holder of a life certificate in another State, the requirements for which are equivalent to those of the unlimited certificate in Wisconsin, who has had

two years' experience in Wisconsin subsequent to the date of the foreign certificate, may be granted an unlimited certificate; if he is lacking in experience, a special license may be granted him valid for a period of two years. (School Laws, 1909, pp. 81–82.)

WYOMING.

Diplomas.—"Exemption certificates granted to graduates of the State Normal School and other schools of the University of Wyoming may be granted to the graduates of other normal schools and colleges of equivalent rank. The state board of examiners shall be the judge of equivalency." (School Laws, 1909, p. 127.)

These certificates are made valid for such a period as is necessary to give the holder the experience required for a life certificate.

Certificates.—"Certificates granted in other States and of as high rank as the first or second class certificates having requirements equivalent to those in this State may be given the same validity in this State. The state board of examiners shall be the judge of equivalency." (School Laws, 1909, p. 127.)

Under this regulation, recognition is not limited to "state" certificates.

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